

Event Agenda

2025 SIOP Annual Conference

Wednesday, April 02, 2025

Preconference Workshop and Consortia Registration

6:30 AM – 9:00 AM | Location: Main Hallway

REGISTRATION

Registration will be held past the main entrance through to the main hallway.

General Conference Registration

6:30 AM – 8:00 PM | Location: Main Hallway

REGISTRATION

Registration will be held past the main entrance through to the main hallway.

Morning Preconference Workshops

8:00 AM – 12:00 PM

ADD-ON EVENT

Preregistration is required to attend the workshops.

Workshop 1 - AI in Action: Practical Applications for I-O Psychologists

8:00 AM – 12:00 PM

ADD-ON EVENT

TECHNOLOGY

Preregistration is required to attend the workshops. With the rise of AI applications, especially generative AI tools, organizations are looking to I-O psychologists to provide insight regarding the best and most responsible use of this emerging technology. This workshop aims to build I-O psychologists' capabilities in understanding the best use of AI tools by providing direct experience, enabling them to solve relevant challenges in their role. Facilitators will focus on practical approaches to deploying AI applications, providing participants with example use cases, a framework for considering how to choose different AI tools, and opportunities to apply these tools to current workforce challenges. Participants will generate immediate uses for these applications while also learning how they should consider potential uses as this technology evolves.

Speakers



Richard Landers

John P. Campbell Distinguished Professor of Industrial and Organizational Psychology | University of Minnesota



Rob Stilson

Program Manager, Employee Listening | HP

Workshop 2 - Consulting to Teams: Science, Strategies, and Scalable Solutions

8:00 AM – 12:00 PM

ADD-ON EVENT

Preregistration is required to attend the workshops. As industrial-organizational psychologists, we can bring a broad toolkit and set of perspectives to working with teams. This workshop provides an overview of evidence-based approaches to teams, building off decades of research and practice. We share ways to work with teams including assessment, development and building capabilities among teams, and working with team leaders and their HR business partners. We also look at working with teams in the broader context of organizational consulting, considering how to simultaneously engage in individual and dyadic coaching, balancing team development with team coaching, and how organizational design and HR practices that shape team efficiency and effectiveness. Participants will come away with a better understanding of how to weave teams into talent management practices and scale teamwork within large organizations or when many teams require development and support.

Speakers



Gordy Curphy

Managing Partner | Leadership and Team Expert | Curphy Leadership Solutions



Dr. Marc B. Sokol

Sage Consulting Resources

Workshop 3 - Building Challenge Readiness: Strategies for Sustainable Resilience

8:00 AM – 12:00 PM

ADD-ON EVENT

Preregistration is required to attend the workshops. Employees' ability to operate effectively in challenging and turbulent environments is a competitive advantage for organizations and a contributor to positive engagement and reduced burnout. Helping people build, sustain, and apply their resilience over the long run requires a combination of strategies. Designed for internal and external practitioners who are charged with increasing organizational effectiveness during change and supporting the well-being of employees, this program will provide practical, evidence-based guidance for action. We will introduce a framework for understanding and describing the range of challenges that people may encounter and a set of mindsets and tools that enable them to "resilience" their way through these challenges. We will then focus on four levers for building sustainable challenge readiness in organizations: selection, development, demand optimization, and systemic support. We will share examples of how one high-performing organization has applied each of these strategies in practice and engage in interactive discussions, exercises, and Q&A. We will invite participants to apply this framework in their own settings to evaluate organizational practices and identify priorities for action and next steps.

Speakers



Linda Hoopes

President | Resilience Alliance



Robert Hoffman

Director, US Preboarding & Onboarding | Novartis

Workshop 4 - Inside the Black Box: Practical Tools for Succession Planning

8:00 AM – 12:00 PM

ADD-ON EVENT

Preregistration is required to attend the workshops. This workshop is designed to advance the science of industrial and organizational psychology by addressing the often-overlooked, yet critical, area of succession planning. Attendees will explore how to integrate KSAO-based success profiles, high-potential identification, and workforce analytics into robust succession strategies leveraging I-O foundational skills (i.e., job analysis, talent assessment, leadership development). This session is designed to blend principles of the I-O psychology science with the practicalities of succession planning and industry.

Key learnings include understanding how to build and implement a talent rhythm, engage boards and executives in the succession process, and establish robust evaluation methods to measure the effectiveness of succession strategies. Participants will leave with practical tools and strategies that can be readily applied in their organizations.

Speakers



Sarah Evans

Chief Human Resources Officer | Ocean Spray Cranberries



Brittany Marcus-Blank

Johnson & Johnson



Lilly Lin

Executive Director | Russell Reynolds Associates

Workshop 5 - Accountability With Empathy: How Compassionate Feedback Yields Better Results

8:00 AM – 12:00 PM

ADD-ON EVENT

Preregistration is required to attend the workshops. Sticks and stones may break my bones, but words will never hurt me” is an old saying. However, recent neurobiological research suggests that we are wired to react to interpersonal feedback in a way that can not only induce emotional hurt but physical pain. Leaders have a difficult time giving and receiving feedback when attempting to balance compassion and accountability. Using research, neuroscience, and the wisdom of the room, we will explore how we can use specific strategies to facilitate effective feedback conversations to increase awareness and a commitment to change behavior for interpersonally challenging, neurodiverse, multigenerational, and gender and culturally diverse employees. Participants will learn specific “hacks” related to goal setting and goal striving to translate feedback into new habits. Participants will also learn feedback tips, strategies, and tools regarding how to coach leaders to balance compassion and accountability, and why blind spots make it challenging for leaders to receive feedback

Speakers



Kenneth Nowack

Senio Research Officer | Envisia Learning, Inc.



Tricia Naddaff

President | Management Research Group



Maria Brown

Head of Research and Education | MRG Assessments

Workshop 6 - AI in Learning and Development: Practical Applications and Critical Evaluation

8:00 AM – 12:00 PM

ADD-ON EVENT

Preregistration is required to attend the workshops. As artificial intelligence (AI) becomes more prevalent in the field of learning and development (L&D), industrial-organizational psychologists are tasked with assessing its practical application and potential impact. This interactive workshop offers a structured approach to evaluating AI-based applications in L&D, focusing on the utility of AI, without overstating its capabilities. By addressing both opportunities and limitations, the session will equip participants to make informed decisions regarding the use of AI in L&D.

Participants will engage with a variety of real-world applications of AI—including the automation of content creation and delivery, adaptive learning pathways, and virtual coaching—before being introduced to a structured approach to comprehensively evaluate their effectiveness. This evaluation process will cover not only the functionality of the AI tools but also important considerations such as bias, transparency, and data security, all of which are critical for maintaining fair and ethical learning environments.

Our goal is to demonstrate the value AI can bring and provide participants with the insights and practical tools to ensure a balanced, evidence-based approach to evaluating AI-based applications in learning and development.

Speakers



Ben Hawkes

Founder and Community Lead | Talent & Performance Network (TAPnet)



Cassie Colton

AI for HR and People Science Lead | Owens Corning

Workshop 8 - Workforce Planning that Works: Pragmatic Approaches to Align Talent With Current and Future Demand

8:00 AM – 12:00 PM

ADD-ON EVENT

Preregistration is required to attend the workshops. The strategic workforce planning workshop aims to advance the science of industrial-organizational (I-O) psychology by integrating cutting-edge predictive modeling and workforce analytics into strategic planning. Participants will gain practical skills in data-driven decision making, linking workforce planning to business planning and performance optimization. The workshop’s interactive format, featuring real-world case studies and hands-on activities, ensures that attendees can immediately apply these techniques, enhancing their ability to drive organizational success.

Selected for its relevance to both SIOP members and nonmembers, this program addresses critical industry needs and reflects the latest research and best practices in I-O psychology. Attendees will leave with a comprehensive toolkit for strategic workforce planning, positioning them as leaders in their field and equipping them to tackle complex workforce challenges with confidence and expertise. This workshop not only bridges the gap between theory and practice but also fosters a deeper understanding of how advanced analytics can transform HR functions.

Speakers



Aaron Sorensen

Partner - Head of Business Transformation and Chief Behavioral Scientist | Lotis Blue Consulting



Michael Walsh

Sr. Director, Workforce Analytics and Planning | Eaton

Workshop 9 - Strongly Agree to Strongly Disagree: I Saw Action From Our Last Employee Survey

8:00 AM – 12:00 PM

ADD-ON EVENT

Preregistration is required to attend the workshops. Driving action from employee surveys is the ultimate goal, yet the hardest part. This workshop focuses on how to maximize survey-based change. Starting upstream with design strategies to maximize organizational attention, we will cover how to design an action framework (focusing on action "assignments" for executives, managers, HR, and others), effectively implement that design with proper support, expand points of contact into other organizational interests and programs with a systems perspective, leverage scientific and technological tools, and ultimately manage the ongoing listening landscape. The presenters, with a wealth of experience and stories from both internal and external roles, will share advice and tactics relevant to early as well as more evolved survey programs (from HRBP support to AI; from executive interests to nudges). This workshop will appeal to any who own survey listening programs within organizations or are otherwise chartered with driving data-based change.

Speakers



Scott Brooks
Partner and Vice President | OrgVitality



Julian Allen
Director, Global Talent Management | MiTek

Workshop 10 - Bridging Minds & Machines: Teaching I-Os to Speak the Language of Developers

8:00 AM – 12:00 PM

ADD-ON EVENT

Preregistration is required to attend the workshops. This workshop bridges the gap between I-O psychologists and technical professionals, empowering participants to effectively communicate and collaborate with software engineers, computer scientists, data scientists, and academic researchers. Co-facilitated by both a practitioner and an academic researcher, it offers practical strategies for embedding I-O psychology methodologies into software development and interdisciplinary research, particularly in the AI/ML space. Through use cases and interactive role-plays, participants will learn how to position I-O psychology as a critical asset in software development and interdisciplinary research, driving better talent-related decisions and fostering successful cross-disciplinary partnerships.

Attendees will leave with actionable insights to effectively influence software development processes and to integrate I-O psychology principles seamlessly into research collaborations. This session advances the science of I-O psychology by promoting interdisciplinary collaboration in a technology-driven world, helping practitioners and researchers alike apply these skills in real-world scenarios.

Speakers



Joshua Liff
Director, Product Science | HireVue



Louis Hickman
Assistant Professor | Virginia Tech

Early Career Faculty Consortium

9:00 AM – 5:00 PM

ADD-ON EVENT

Preregistration is required to attend the consortia.

Early Career Practitioner Consortium

9:00 AM – 5:00 PM

ADD-ON EVENT

Preregistration is required to attend the consortia.

Doctoral Consortium - Applied Track

9:00 AM – 5:00 PM

ADD-ON EVENT

Preregistration is required to attend the consortia.

Doctoral Consortium - Academic Track

9:00 AM – 5:00 PM

ADD-ON EVENT

Preregistration is required to attend the consortia.

Preconference Workshops Lunch (Preregistered Workshop Attendees ONLY)

12:00 PM – 1:00 PM

ADD-ON EVENT

BREAKFAST, LUNCH & BREAKS

Preregistration for the Preconference Workshops is required to attend this lunch.

Consortia Lunch (Consortia registrants ONLY)

12:30 PM – 1:30 PM

ADD-ON EVENT

BREAKFAST, LUNCH & BREAKS

Registration to Consortia required to attend lunch.

Afternoon Preconference Workshops

1:00 PM – 5:00 PM

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1:00 PM – 5:00 PM

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Speakers



Joshua Liff

Director, Product Science | HireVue



Louis Hickman

Assistant Professor | Virginia Tech

Research Community Forums - New Directions for DEI in the Workplace

1:00 PM – 5:30 PM | Location: 703

ADD-ON EVENT

Preregistration is required to attend the forums. The DEI Research Community Forum aims to build a supportive community of workplace diversity, equity, and inclusion (DEI) researchers and practitioners that will collaboratively produce new insights and evidence-based recommendations. The forum is designed to grant more intentional connection opportunities than traditional research exchanges through a set of meaningful activities. At the end of this session, participants should have a new community of people with similar interests or goals and inspiration for future endeavors in workplace DEI.

In the forum participants will have a chance to discuss pre-approved submissions at different levels of completion (research in progress, published research, practitioner case studies, novel ideas, etc.), explore the future of DEI in the context of current events, and intentionally network to build future collaborative relationships. To create a diverse community that can work through the science-practitioner gap, we encourage people from both science and practice from all topic areas and career stages who are interested in DEI work to attend the session.

Speakers



Courtney Shelby

Senior Specialist of Diversity, Equity & Inclusion | Ford Motor Company



Isaac Sabat

Associate Professor | University of Houston



Lawrence Houston



Kristina Bauer

Associate Professor | Illinois Institute of Technology

Research Community Forums - Thinking Big, Thinking Small: Pushing Occupational Health Psychology into the Micro and Macro

1:00 PM – 5:30 PM | Location: 702

ADD-ON EVENT

Preregistration is required to attend the forums. This forum will bring together scholars interested in workplace health and wellness to develop research ideas at the intersection of micro (physiology, momentary experiences) and macro (economic trends, public policy) phenomena in a supportive and collaborative environment.

Our goal is to promote research that incorporates these perspectives, such that (1) more macro-focused scholars might find ways to consider the individual-level implications of their work, (2) micro-level scholars might consider the broader environmental dynamics that could influence their theorizing, and (3) scholars who have not yet explored their research at these levels may gain insights into how to better integrate these perspectives into more mainstream, individual-level OHP research. Overall, we hope to inspire new research collaborations between workplace health and wellness scholars that reflect multi-level organizational realities - helping scholars to solve big health and wellness challenges while honoring the nuances and complexities that might constitute their solutions.

Speakers



Russell Cropanzano

Professor of Organizational Behavior | University of Colorado



Christopher Rosen



Bob Sinclair

Professor of Industrial-Organizational Psychology | Clemson University



Keaton Fletcher

Colorado State University



Katina Sawyer

Associate Professor of Management and Organizations | University of Arizona



Emily Solberg

Managing Consultant | SHL

Research Community Forums - AI Applied to Selection

1:00 PM – 5:30 PM | Location: 704/706

ADD-ON EVENT
















Preregistration is required to attend the forums. This research community forum will bring together scholars, practitioners, and thought leaders to explore the opportunities and challenges of implementing AI technologies in employee selection.

Our goal is to foster dialogue and innovative thinking by encouraging participants to: (1) critically examine how AI transforms selection practices, addressing ethical considerations, including fairness and plagiarism, (2) share insights from practitioner case studies, novel datasets, and critiques of current paradigms, and (3) brainstorm impactful directions for future research and development.

We also feature emerging research from I-O psychologists in a featured poster session, which will highlight research conducted on a variety of topics, including how AI is assisting in scoring, developing assessments, and training future HR professionals.

By fostering collaboration and forward-thinking discussions, this forum aims to inspire new ideas and equip participants to navigate the complexities of integrating AI into employee selection.

Speakers

- **Christina Norris-Watts**
Head of Assessment & People Practices | Johnson & Johnson
- **Eileen Toomey**
Leader, Selection Assessment Strategy | Johnson & Johnson
- **Rebecca Chen**
Ph.D. Student | Rice University
- **Felix Wu**
Research Scientist | HumRRO
- **Zihan Liu**
Assistant Professor of Management | University of Illinois Springfield
- **Karyssa Courey**
Ph.D. Candidate | Rice University
- **Tara Behrend**
Michigan State University
- **Charles Handler**
President and Founder | Rocket-Hire
- **Fred Oswald**
Professor | Rice University
- **Georgi Yankov**
Principal Research Scientist @ DDI
- **Bradley Pitcher**
Research Scientist | DDI | Development Dimensions International
- **Emily Campion**
Assistant Professor of Management & Entrepreneurship | University of Iowa
- **Amal Chekili**
Graduate Teaching Assistant | Virginia Tech
- **Ivan Hernandez**
Virginia Tech
- **Richard Landers**
John P. Campbell Distinguished Professor of Industrial and Organizational Psychology | University of Minnesota

Preconference Workshop Reception

5:00 PM – 6:30 PM

EVENTS & RECEPTIONS

By Invitation Only

Newcomer Reception

5:30 PM – 6:30 PM | Location: 601/603/605/607

EVENTS & RECEPTIONS

Opening Plenary

7:00 PM – 8:00 PM | Location: Bluebird Ballroom

EVENTS & RECEPTIONS

The Opening Plenary will be in person, honoring SIOP’s highest awards and introducing the newest SIOP Fellows. This event will also feature Alexis Fink’s Presidential Address.

Welcome Reception and Top Poster Display

8:00 PM – 9:30 PM | Location: Bluebird Ballroom Foyer

EVENTS & RECEPTIONS

The Welcome Reception and Top Poster Display directly follows the Opening Plenary. Enjoy hors d’oeuvres and beverages while perusing the top poster submissions, reuniting with old friends, and making new ones!

Thursday, April 03, 2025

Fellows Breakfast (Invitation Only)

7:00 AM – 8:00 AM

EVENTS & RECEPTIONS

Please note: This is an exclusive event for SIOP Fellows.

Continental Breakfast

7:00 AM – 8:00 AM | Location: Mile High Ballroom Foyer

BREAKFAST, LUNCH & BREAKS

We will attempt to accommodate the major dietary preferences such as gluten free, dairy free, nut free and vegetarian on all buffets. However, please read the food labels and/or ask the banquet staff if you have any questions.

General Conference Registration

7:00 AM – 5:00 PM | Location: Main Hallway

REGISTRATION

Registration will be held past the main entrance through to the main hallway.

Invited: Competition - SIOP Student Consulting Challenge - (Session ID 1684)

8:00 AM – 8:50 AM | Location: 703

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Graham, P., Sachau, D., Squires, B. (2025). SIOP Student Consulting Challenge: A Review and Presentation of Winners [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

After a great first competition in 2023, SIOP hosted the third student consulting challenge! This competition provides graduate students the opportunity for exposure and experience with a realistic consulting project while building skills in collaboration, solution development, and executive presentation. In this session, the top 2 finalist teams will present on their solutions and experiences in the competition. The top team(s) will be recognized and presented with an award.

Speakers



Paige Graham

Organizational Leadership Practitioner | Center for Creative Leadership



Daniel Sachau

Professor | Minnesota State University, Mankato



Briana Squires

Human Capital Consultant | Deloitte

Workplace Dignity: A Pathway for Sustaining DEI at Work - (Session ID 1612)

8:00 AM – 8:50 AM | Location: 407

INCLUSION/DIVERSITY

Authors: Harman, M. A. (Chair), Ticzon, M. M. (Moderator), Thai, W. (Moderator), Chung, H. H. (Co-Organizer). (2024). Workplace Dignity: A Pathway for Sustaining DEI at Work [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Workplace dignity is the ability to establish a sense of self-worth and to simultaneously appreciate the worth of others. Workplace dignity research and practice underpin diversity, equity, and inclusion efforts and can help sustain DEI networks and collaboration. This session provides an overview of the research on WPD, followed by a facilitated discussion of organizational practices and pathways for promoting three critical conditions for workplace dignity: connection, respect, and value.

Speakers



Helen Chung

Assistant Professor | Seattle Pacific University



Mariko Harman

MBA | Seattle Pacific University, Scontrino Powell



William Thai, PhD

Principal Employee Listening Data Analyst | Walmart



Monique Ticzon

George Mason University

From Bookshelf to Boardroom: Dissecting Popular I-O Reads for Leaders - (Session ID 806)

8:00 AM – 8:50 AM | Location: 302/303

LEADERSHIP

Authors: Jackson, F. (Chair), Islam, S. (Panelist), Johnson, L. (Panelist), Rutigliano, P. (Panelist), & Salter, N.. (Panelist). (2024). From Bookshelf to Boardroom: Dissecting Popular I-O Reads for Leaders [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Executives often turn to pop psychology books, sometimes found on airport shelves, for advice. But are these reads aligned with the science? This session bridges the scientist–practitioner gap by dissecting the books execs commonly read, highlighting key insights (and sometimes misbeliefs), and sharing the I-O principles and research behind them. Authors explore 5 books covering burnout, leadership, company climate, change management, and DEI so you can speak the language your execs are speaking. Consider us your friendly I-O book club.

Speakers



Sy Islam

VP of Consulting | Talent Metrics Consulting



Fresia Jackson

Director of People Science Research | Culture Amp



Laura Johnson

Senior R&D Analyst | SIGMA Assessment Systems, Inc.



Peter Rutigliano

Partner, THM Behavioral Health Practice Leader | Mercer



Nick Salter

Associate Professor of I-O Psychology | Hofstra University

One Size Does Not Fit All: Success Metrics and Skill-Based Hiring - (Session ID 1053)

8:00 AM – 8:50 AM | Location: 701

TESTING/ASSESSMENT

Authors: Burke, L. (Chair), Collins, M., Frizzell, J., Gatesman, B., Menendez, J., Prab, N., (2025). One Size Does Not Fit All: Success Metrics in Skill Based Hiring. [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Skill-based hiring emphasizes candidates' practical abilities over traditional credentials, helping organizations build more agile and inclusive workforces. Many organizations have implemented skill-based hiring and development practices, yet not enough is shared regarding defining success of such programs. This session will feature I-O practitioners sharing insights on implementing skill-based practices, managing change, and measuring success through key metrics like time to fill and more innovative metrics such as adoption.

Speakers



Lindsey Burke

Principal Consultant | Talogy



Maggie Collins

Principal Consultant | Delta Air Lines



Jason Frizzell

Senior Manager, Global Selection & Assessment | Walmart



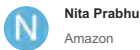
Brett Gatesman

Consulting Manager | Talogy



Jaclyn Menendez

Manager, Talent Solutions | Hogan Assessment Systems



Starting From Scratch: Lessons Learned When Building a Function From the Ground Up - (Session ID 1448)

8:00 AM – 8:50 AM | Location: 708/710/712

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Dziuba-Liu, S.-N. C. (Co-Chair), Liu, S.-Y. S. (Co-Chair), Kovacevic, E. (Co-Chair), King, B. (Panelist), Marko, E. J. (Panelist), Wooderson, R. L. (Panelist), & Zager, J. (Panelist). Starting from scratch: Lessons learned when building a function from the ground up [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Workers in recent years are considering the importance of supportive workplaces, and value workplace trends of diversity, equity, inclusion, and belonging (DEIB), employee experience, employee development, and people analytics. To keep up with employee needs, organizations are investing resources into creating specialized teams or Centers of Excellence. This alternative session combines a standard panel discussion with a roundtable session and features 5 I-O practitioners who discuss the opportunities, challenges, and lessons learned that come with building a function from the ground up.

Speakers



Brandon King

Senior People Analytics Specialist | Bechtel



Emilija Kovačević

Global Program Manager - Learning, Training, & Instructional Design | Spellman High Voltage Electronics Corporation



Sin-Yu Liu

Global Program Manager of Professional Development & Coaching | Spellman High Voltage Electronics Corporation



Cindy Dziuba-Liu

Global Manager of People Development & Coaching | Spellman High Voltage



Eric Marko

Senior VP of Global Human Resources | Spellman High Voltage Electronics Corporation



Linden Wooderson

Sr Manager, People Systems & Analytics | The Guitar Center Company



John Zager

Head of People Analytics | Wonder

I-O Perspectives on AI Applications to Program and Product Development - (Session ID 264)

8:00 AM – 8:50 AM | Location: 505

TECHNOLOGY

Authors: Golden, J. (Chair), Leone, S. A., (Panelist), Granger, B. (Panelist), Rosett, C. (Panelist), & Goswami, A. (Panelist). (2025). I-O Perspectives on AI Applications to Program and Product Development: IGNITE + Panel Session Combo [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Four I-O practitioners from different industries will share their experiences in applying AI solutions to benefit internal programs or products. Drawing on personal contributions, practitioners will present initiatives that exist within the intersection of I-O psychology methods and AI capabilities. Each presenter will prepare and discuss slides highlighting how they identified AI use cases and made a measurable impact on organizational efforts. After IGNITE style presentations, the session chair will pose a series of questions to the panel before shifting to audience discussion and Q&A.

Speakers



John Golden

VP, Talent, Development, & Org Enablement | T-Mobile



Ashita Goswami

Research and People Analytics, Senior Manager | Takeda



Benjamin Granger

Chief Workplace Psychologist | Qualtrics



Sal Leone

Senior People Scientist | T-Mobile



Dara Luca

Senior Economist Manager | Amazon

Navigating New Norms: Mental Health and the Anxious Worker - (Session ID 1285)

8:00 AM – 8:50 AM | Location: 304

PERSONALITY

Authors: Crowley, L. M. (Chair), Sutphin, J. (Co-Chair), Leger, R. (Co-Chair), Cohen-Charash, Y. (Co-Chair), Hanson, S., Hiner, A. J. L., McCarthy, J., Moroney, A., Ortynsky, M., & Rosado-Solomon, E. (2025). Navigating new norms: Mental health and the anxious worker [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Anxiety has become increasingly prevalent in the workforce, particularly due to high anxiety levels in younger employees. This IGNITE! session will communicate the increasing prevalence of employee anxiety, the implications that elevated anxiety has for both employees and organizations, and practical recommendations for how anxious employees can be best supported in the workplace. Panelists will discuss topics ranging from the intersection of anxiety and loneliness in the workplace to the role of job design in addressing anxiety at work.

Speakers



Lia Crowley

Doctoral Student | Baruch College/The Graduate Center



Amanda Hiner

Doctoral Student | University of Connecticut



Julie McCarthy

Professor, OBHR | University of Toronto



Ashley Moroney

Senior Human Capital Consultant | Deloitte



Mikaila Ortynsky

PhD Candidate | University of Ottawa



Emily Rosado-Solomon

Assistant Professor | Babson College

Increasing the Trustworthiness of Artificial Intelligence - (Session ID 1523)


8:00 AM – 8:50 AM | Location: 503/504


TECHNOLOGY

Authors: Dmytriw, A.L., Brunet, M., & Stanley, J. (2024) Increasing the Trustworthiness of Artificial Intelligence: Best Practices for the Testing and Evaluation of AI Systems and the Implications for Talent Research and Human Resources [Master Tutorial] Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

In the rapidly evolving landscape of artificial intelligence, ensuring trustworthiness is paramount. This is especially true as AI systems in the workplace increasingly permeate high-risk domains such as human resources. This presentation will explore cutting-edge methodologies for testing and evaluating AI trustworthiness, with a particular focus on risk-aware testing, automated adversarial testing, and innovative exploratory testing techniques for generative AI. It will provide a replicable model for practitioners and researchers to utilize within their own work.

Speakers

- 

Alexandra Dmytriw
Director of AI - Global People | ServiceNow
- 

Jason Stanley
Head of AI Research Deployment | ServiceNow

“Outside the Box” Industrial-Organizational Psychologists - (Session ID 809)


8:00 AM – 8:50 AM | Location: 203

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT


Authors: Boira Lopez, A. (Chair), Allen, M., Connelly, S., Kennel, V., Reiley, P., & Thomas, B. (2025). “Outside the Box” Industrial-Organizational Psychologists [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


I-O psychology is a versatile and powerful discipline, but its impact extends far beyond traditional workplaces. This panel brings together experts who have applied I-O principles in unconventional settings—ranging from counterterrorism and healthcare to professional sports and renewable energy. Through real-world examples, we'll explore how I-O psychologists can bring value to new industries by adapting their expertise to unique challenges. This discussion is for anyone looking to broaden their impact, whether you're an I-O psychologist seeking new applications for your skills or a professional interested in how behavioral science can help solve real-world challenges. Join us as we explore how thinking outside the box can open new doors for I-O psychology.

Speakers

- 

Matt Allen
Director of Operations and Research Services | National Counterterrorism Innovation, Technology, and Education Center
- 

Ares Boira Lopez
Research Specialist | National Counterterrorism Innovation, Technology and Education Center at UNO
- 

Shane Connelly
Director, Institute of Community and Society Transformation (ICAST) | University of Oklahoma
- 

Victoria Kennel
Assistant Professor | University of Nebraska Medical Center
- 

Benjamin Thomas
UT Austin
- 

Peter Reiley
Principal Consultant | Leadership Arts & Sciences

Is Nature the Best Leadership Teacher? Outdoor Adventure for Leader Development - (Session ID 1148)


8:00 AM – 8:50 AM | Location: 607


CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT


Authors: Ho, C.-L. (Chair), Harvey, V. S., Siderits, I. O., & Rosenberg, T. (2025). Is nature the best leadership teacher? Outdoor adventure for leader development [Panel Discussion]. Society for Industrial and Organizational Psychology Conference, Denver, CO, United States.


Drawing on the collective expertise of practitioners and researchers in experiential leadership development, learning agility, and nature contact, this session will examine current practices in outdoor adventure leadership development, identify key elements in program design and execution, and discuss potential challenges and opportunities. Panelists will share insights to the benefits of outdoor adventure leadership development for individuals and organizations.

Speakers

- 

Veronica Schmidt Harvey
Principal | Schmidt Harvey Consulting
- 

Chia-Lin Ho
Executive Coach | 3G Leadership Solutions
- 

Trevor Rosenberg
Senior Faculty, Leadership Solutions Partner | Center for Creative Leadership
- 

Ian Siderits
PhD Candidate, ABD | North Carolina State University

Not All Great Minds Think Alike: Attracting, Selecting, and Retaining Neurodivergent - (Session ID 176)


8:00 AM – 8:50 AM | Location: 405/406


INCLUSION/DIVERSITY


Authors: Silva, K., Burnard, M., Kazmi, M., Maneethai, D., & Wegmeyer, L. (2025). Not All Great Minds Think Alike: Attracting, Selecting, and Retaining Neurodivergent Talent. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


The neurodiverse population has long been marginalized in the workplace, facing systemic bias, misperceptions, and inflexible employment practices. However, progressive organizations are reshaping workplace inclusivity by embracing neurodivergent talent, recognizing the immense value and potential within this community. This session explores how companies can adapt their attraction, selection, and retention strategies to support neurodivergent individuals. Panelists will discuss challenges for neurodivergent people and provide actionable advice for fostering a supportive work environment.


Speakers

- 

Mark Burnard
Senior People Analyst | Analytic Partners
- 

Maryam Ahmad Kazmi
People Analyst | Google
- 

Dustin Maneethai
Assistant Professor | University of Houston
- 

Kimberly Silva
Senior Research and Development Analyst | Talogy
- 

Lauren Wegmeyer
Talent Management | PepsiCo

Transforming Assessments: Strategies for Inclusive and Equitable Hiring - (Session ID 496)

8:00 AM – 8:50 AM | Location: 401/402

INCLUSION/DIVERSITY

Authors: Johnson, T. (Chair), Plants, A., Ritterbush, E., Allen, K., Kakar, U., Mundell, J. (2025). Transforming Assessments: Strategies for Inclusive and Equitable Hiring [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session will provide evidence-based guidance to industrial-organizational (I-O) practitioners on developing a more inclusive assessment process for applicants. The discussion will encompass best practices for establishing unbiased assessments, strategies for cultivating an environment where applicants feel empowered to request accommodations, how to engage internal stakeholders, and how to position assessments as an enabler of inclusion instead of a distractor.

Speakers



Urszula Kakar
Merit & Talent Assessment Manager | City of San Francisco



Jimmy Mundell
People Analytics Partner | Netflix



Ashlie Plants
Associate Director of Talent Assessment | Merck



Elizabeth Ritterbush
Manager, Talent and Performance Management | The Home Depot



Kristin Sanderson Allen
Director, Psychometrics | SHL

Discussing DEI Implications of Religion at Work - (Session ID 516)

8:00 AM – 8:50 AM | Location: 709/711

INCLUSION/DIVERSITY

Authors: Priest, R., Crook., A, Nagel, J., Ullah, H., & Van Hein, J. (2025). Discussing DEI Implications of Religion [Panel]. Society for Industrial-Organizational 2025 Annual Conference, Denver, CO.

This panel aims to discuss diversity, equity, and inclusion (DEI) implications of employee religion and their religious identities. Four panelists from diverse religions identities will share their personal experiences on religious diversity and its organizational value. The panelists will discuss effective and ineffective strategies for organizations and employees to respect religious diversity, enact reasonable accommodations, and benefit from bringing employees' authentic selves to work.

Speakers



Dr. Amy E. Crook
Associate Professor of Management | Belmont University



Joshua Nagel
The Graduate Center, CUNY



Reed Priest
Teaching Assistant & Research Assistant | University of Minnesota



Hina Ullah
Strategic Human Capital Consultant | Booz Allen Hamilton



Judy Van Hein
Professor | Middle Tennessee State University

Invited: Alliance: Issues, Considerations, and Impact of Migration on the Workplace - (Session ID 1672)

8:00 AM – 8:50 AM | Location: 702/704/706

INCLUSION/DIVERSITY

Authors: López, A. (Co-chair), Poteet, M.L. (Co-chair), Bazzoli, A., Sachdev, A., & Saxena, M. (2025). Alliance: Issues, Considerations, and Impact of Migration on the Workplace [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The purpose of this panel session is to discuss issues and considerations of migration on the workplace. Scholars from different backgrounds and theoretical lenses will share their perspectives on issues such as driving forces behind migration, the challenges and issues experienced by migrant workers, and issues, considerations, and opportunities for how contemporary organizations can effectively and responsibly manage this workforce. This session will also include time for Q&A from both the facilitators and participants.

Speakers



Andrea Bazzoli
Assistant Professor | Baruch College & CUNY Graduate Center



Mark Poteet
President & Senior Consultant | AOP-IWOP-SIOP



Aditi Sachdev
Employee Engagement and Analytics Manager | PIMCO

Total Rewards for the Future: Leveraging Employee Insights to Optimize Total Rewards - (Session ID 1340)

8:00 AM – 8:50 AM | Location: 605

JOB ATTITUDES/ENGAGEMENT

Authors: Montgomery, G., Kamensky, M., Scotese, T., Horne, M, Myer, A., Westerman, S. (2025). Total Rewards for the Future: Leveraging Employee Insights to Optimize Total Rewards [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This panel will explore the role of employee listening in enhancing total rewards programs. Total rewards encompass compensation, career development, well-being, work-life balance, and recognition. The session will discuss the use of employee insights to optimize these programs. By presenting real-life examples from large global organizations, the panel will demonstrate how techniques like conjoint are used to develop effective total rewards programs. The discussion will highlight the importance of gathering employee perspectives and implementing meaningful changes based on feedback.

Speakers



Michael Horne
Head of Global Total Rewards | The Dow Company



Matthew Kamensky
NA Employee Experience Leader - Organization Insights, Change Management, Communication & Engagement | WTW



George Montgomery
Employee Experience Texas Market & LATAM Regional Leader (Senior Director) | Willis Towers Watson



Adam Myer

Head of Total Rewards Insights and Data Strategy | Johnson & Johnson



Taylor Scotese

Senior Associate, Employee Experience | WTW

Modern Challenges and Solutions for Data Collection - (Session ID 904)

8:00 AM – 8:50 AM | Location: 507

MEASUREMENT/STATISTICAL TECHNIQUES

Authors: Zhang, C. (Chair), Yu, M. C., Whitaker, V., Herk, N., & Cubrich, M. (2025). Modern Challenges and Solutions for Data Collection [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session will present research and best practices on data collection methods commonly used in I-O research and practice, including topics such as mode of collection (e.g., computer-based surveys, paper-and-pencil forms, administrative records), data management, and participant management (e.g., consent, survey fatigue, motivation). Panelists cover a range of experiences in managing data collections, including applied research, employee listening, employee engagement, and applications of artificial intelligence.

Speakers



Marc Cubrich

Senior Consultant | APTMetrics



Nicole Herk

Analytics Program Director | Medtronic



Victoria Whitaker

Principal People Analytics Consultant | CH Robinson



Martin Yu

Manager, People Scientist | Capital One



Charlene Zhang

Research Scientist - Global Hiring Science | Amazon

Leading-Edge Insights Into Employee and Team Resilience in High-Risk Settings - (Session ID 511)

8:00 AM – 8:50 AM | Location: 201

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Britt, T.W. (Chair), Coombs, A., Goodwin, G. F., King, D., LeNoble, C., & Maynard, T. (2025) Leading-Edge Insights into Employee and Team Resilience in High-Risk Settings [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Research on resilience in organizations has recently increased, resulting in a better understanding of how employees and teams positively adapt in the face of significant adversity. However, less is known about how to apply resilience research insights to personnel and team selection, as well as training resilience. This session brings together practitioners and academics who work with employees in high-risk settings to address these issues. Leading-edge insights on resilience will be discussed, as well as recommendations for selecting and enhancing the resilience of employees and teams.

Speakers



Thomas Britt

Professor | Clemson University



Aaron Coombs



Danielle King

Assistant Professor | Rice University



Chelsea LeNoble

Assistant Professor | University of Central Florida



George Alliger

Consulting Work Psychologist

Battlefield to Boardroom: Leader and Climate Lessons for Reducing Harmful Behaviors - (Session ID 1348)

8:00 AM – 8:50 AM | Location: 603

JOB ATTITUDES/ENGAGEMENT

Authors: Bessey, A. (Co-Chair), Klinefelter, Z. (Co-Chair), Key-Roberts, M., Gallus, J., Ehrhart, M. G., Sowden, W. From Battlefield to Boardroom: Leadership and Climate Lessons for Reducing Harmful Behaviors [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This panel will explore the role of leadership behaviors and organizational climate in reducing harmful workplace behaviors (e.g., sexual harassment, substance abuse). Drawing on military experience and organizational research, the session will discuss insights that can inform how leaders across all organizations can cultivate climates that prevent and reduce harmful behaviors. This discussion will be valuable for leaders, practitioners, and researchers looking to better understand how leadership behaviors and organizational climate can be harnessed to build healthier, safer work environments.

Speakers



Alexxa Bessey

Portfolio Lead | Aptima



Mark Ehrhart

Professor | University of Central Florida



Jessica Gallus

Holistic Health Lead | US Space Force



Zach Klinefelter



Walter Sowden

Research Psychologist / Assistant Professor | Tripler Army Medical Center, U.S. Army / Uniformed Services University of the Hea...

Navigating the Tides: Advice for Measuring and Sustaining Large-Scale Change - (Session ID 1007)

8:00 AM – 8:50 AM | Location: 403/404


STRATEGIC HR/UTILITY/CHANGING ROLE OF HR


Authors: Kern, M.J. (Chair), Fink, A., Grubb, A., Ruggeberg, B. J., & Wolfeld, L. (2025). Navigating the Tides: Advice for Measuring and Sustaining Large-Scale Change [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


Although research and theoretical frameworks on how to manage change are well known, managing change as I-O psychologists has become even more important as the work world continues to change more rapidly than ever. The panel consists of industry subject


matter experts and practitioners who will share their experience with managing and measuring large-scale organizational change to ensure sustainability and maximize ROI of I-O initiatives. The discussion will help clarify best practices, identify watch outs, and generate future research questions.

Speakers

- 

Alexis Fink
Vice President, People Analytics and Workforce Strategy | Meta
- 

Amy Grubb
- 

Michael Kern
Director, Global HR Advisor | Citi
- 

Brian Ruggeberg
Consultant | Spencer Stuart

Why Should They Bother? Driving Better Survey Response Rates - (Session ID 625)


8:00 AM – 8:50 AM | Location: 506


MEASUREMENT/STATISTICAL TECHNIQUES


Authors: LaPort, K. (Chair), Bupp, C., Danna, G. C., Pollak, R., & Toich, M. (2025). Maximizing applied survey response rates in an applied setting [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


This session shares innovative strategies for increasing survey response rates in applied settings. Experienced panelists from diverse industries will present data-driven case studies, highlighting successful and unsuccessful approaches. Panelists will focus on nontraditional methods such as allowing respondents to choose their survey length and encouraging intergroup competition. This session is ideal for introductory, intermediate, and advanced practitioners seeking to improve their data collection outcomes.


Speakers

- 

Christa Bupp
Consulting Manager | Talogy
- 

Gabi Danna
Research Scientist | Amazon
- 

Kate LaPort
Principal Research Scientist | Amazon
- 

Rick Pollak
Principal People Scientist | Microsoft (retired)
- 

Margaret Toich
Research Psychologist | Department of the Army

What Makes I-O Psychology Relevant in the Modern World? - (Session ID 1056)

8:00 AM – 8:50 AM | Location: 207

TEACHING I-O PSYCHOLOGY/STUDENT AFFILIATE ISSUES/PROFESSIONAL DEVELOPMENT

Authors: Briggs, C. Q. (Co-Chair), Blair Cronin, C. B. (Co-Chair), Calderón, R. F., Deis, D. L., Ferro, G., & Lawrence, R. (2025). What Makes I-O Psychology Relevant in the Modern World? [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The panel will answer questions that facilitate a discussion of what it is like conducting I-O work in today's world. Panelists are I-O practitioners with backgrounds spanning sectors.

Speakers

- 

Caitlin Briggs
FMP LLC
- 

Candace Cronin
Senior Advisor | FMP, LLC.
- 

Douglas Deis
CLO | National Science Foundation
- 

Roxanne Lawrence
Senior Human Capital Consultant | Federal Management Partners (FMP)

Do We Practice What We Preach? An Honest Discussion of How We Select Graduate Student - (Session ID 1329)


8:00 AM – 8:50 AM | Location: 601


TEACHING I-O PSYCHOLOGY/STUDENT AFFILIATE ISSUES/PROFESSIONAL DEVELOPMENT


Authors: Rodriguez, J. F. (Chair), Atoba, B., Brummel, B., Huelsman, T., Kath, L., Lasson, E., McCarthy, P., Sim, J. J. (2024). Do we practice what we preach? An honest discussion of how we select graduate students [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


This session seeks to create an open space for all interested to have a frank discussion about the ways in which graduate admissions practices are changing. Do we follow our own advice? Or are we beholden to forces and realities that contradict what research recommends? Join the authors for a candid conversation about the differing practices in I-O graduate admissions as they explore the changing landscape.


Speakers


- 


Bisi Atoba
Instructional Associate Professor | Program Director | Texas A&M University
- 

Bradley Brummel
Professor of Psychology | University of Houston
- 

Tim Huelsman
Professor and Director, I-O Psychology and HRM Master's Program | Appalachian State University
- 

Lisa Kath
Associate Professor | San Diego State University
- 

Elliot Lasson
Professor of the Practice and Graduate Program Director, I-O Psychology Program | University of Maryland, Baltimore County
- 

Patrick McCarthy
Professor | Middle Tennessee State University
- 

Jose Rodriguez
Florida International University



Jessica Sim
Program Director, M.A. in I/O Psychology | Elmhurst University

The Utility of Automation: Defining and Discussing Cost Efficiency Through AI - (Session ID 632)

8:00 AM – 8:50 AM | Location: 501/502

TESTING/ASSESSMENT

Authors: Guentert, K., Samo, A., Shea, M., Stixrud, J., & Wang, Y. (2025). Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.?

The integration of AI into I-O psychology practices can increase accuracy, efficiency, and consistency while reducing human errors and bias. However, there are challenges in determining the return on investment (ROI) of these technologies. I-O psychologists must critically evaluate if AI saves time and resources without compromising quality, effectiveness, or fairness. This proposal demonstrates how to use cost benefit analyses in different applications to assess the potential benefits, drawbacks, and important considerations when implementing and integrating AI and automation in their work.

Speakers



Matt Betts
Head of Product Data and Insights | RHR International



Kasey Harboe Guentert
Executive Consultant | APT Metrics



Mike Shea
Consultant | APTMetrics



Eric Sydel
Cofounder and CEO | Vero AI



Jora Stixrud
CRAI



Zoe (Yuyan) Zhang
Director, Solutions Delivery | APTMetrics

Reclaiming Leisure in the Hybrid Era: A Discussion on Crafting a Balanced Life - (Session ID 1208)

8:00 AM – 8:50 AM | Location: 205

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Li, Y. (Co-Chair), Weber, G. C. (Co-Chair), Wiese, C. W. (Co-Chair), Barber, L., Abdel Hadi, S., Kuykendall, L., & Park, Y. (2025). Reclaiming Leisure in the Hybrid Era: A Discussion on Crafting a Balanced Life [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This panel explores how to reclaim and prioritize leisure in the hybrid work environment. Experts will discuss innovative strategies, the role of technology, and practical tips for fostering a balanced life, ensuring that leisure becomes a vital component of the work–life experience.

Speakers



Sascha Abdel Hadi
JLU Giessen



Larissa Barber
Professor | San Diego State University



Lauren Kuykendall
George Mason University



Yuhua Li
Georgia Tech



YoungAh Park
Associate Professor, School of Labor and Employment Relations | University of Illinois at Urbana-Champaign

Poster Sessions: Inclusion/Diversity

8:00 AM – 8:50 AM | Location: Mile High Ballroom

INCLUSION/DIVERSITY POSTER SESSIONS

Beyond the Curriculum Vitae: Examining Hiring Bias in Academia - (Session ID 1025)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 1

Authors: Mundada I. M., Williams L., Shahani-Denning C. and Grossman R. (2025). Beyond the Curriculum Vitae: Examining hiring bias in Academia [Poster]. Society for Industrial & Organizational Psychology Annual Conference, Denver, CO, United States.

Authors examined the extent to which sex and race-based discrimination is persistent in faculty hiring decisions in academia and whether diversity statements are effective in ensuring equitable decisions. Specifically, they tested the impact of race, sex and diversity statement on the suitability ratings given and salaries allotted to fictitious candidates. Results found that female candidates received significantly lower suitability ratings than their equally qualified male counterparts. Academia should investigate their hiring practices that are affecting minority representation.

Speaker



Indra Mundada
Ph.D. Candidate | People Analytics | Workforce Optimization | Hofstra University

Voices From the Margins: Work Experiences of Caste-Oppressed Employees in India - (Session ID 1040)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 2

Authors: Mundada I. M. & Salter N. (2025). Voices from the Margins – Work experiences of caste-oppressed employees in India [Poster]. Society for Industrial & Organizational Psychology Annual Conference, Denver, CO, United States.

Using semistructured interviews, authors examined the impact of caste identity on workplace experiences of caste-oppressed individuals residing in India. The inductive approach revealed the common themes observed across participant experiences: (a) subtle or implicit discrimination, (b) voice, and (c) identity management. The authors call upon scholars and practitioners to recognize the significant yet underresearched experiences of caste-oppressed employees, which exhibit crucial overlaps with the well-documented experiences of other minority groups in the workplace.

Speaker



Indra Mundada
Ph.D. Candidate | People Analytics | Workforce Optimization | Hofstra University

How Latinos/as in the U.S. Perceive Psychological Safety at Work: A Thematic Analysis - (Session ID 1041)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 3

Authors: Gomez, L & Eaton, A. A. (2024). How Latinos/as in the U.S. Perceive Psychological Safety at Work: A Thematic Analysis. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The objective of this study was to explore the experience of psychological safety among Latinx workers to inform equitable research and practice in the United States. Authors analyzed data from 24 Latinx workers across a variety of occupations (13 women, 11 men). Interviews were used to assess how worker's ethnicity and gender intersected to inform perceptions of psychological safety at work. Thematic analysis revealed the contexts in which Latinx workers felt safe and unsafe engaging in interpersonal risk, strategies for mitigating risk, and how experiences of safety are influenced by gender.

The Effect of Motivations on Impression Formation of Workers With Disabilities - (Session ID 1083)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 4

Authors: Luchetti, L. F., & Santuzzi, A. M. (2025). The effect of motivations on impression formation of workers with disabilities [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Despite evidence indicating benefits associated with employing workers with disabilities, disparities in employment outcomes persist. Two experimental studies explored the effect of the business case on individual motivations, impression formation, and work judgments for a job applicant with a disability. Although results failed to support the hypothesized predictions, exploratory analyses found that positive diversity beliefs were associated with more biased judgments. These results suggest the importance of individual differences when investigating the efficacy of DEI.

Speaker



Lauren Luchetti
I-O Psychology Ph.D. Student | Northern Illinois University

The Impact of Organic DEI Training on Workplace Inclusion and Employee Performance - (Session ID 1090)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 5

Authors: Collier, C. C. & Teeter, L. (2024).The Impact of Organic DEI Training on Workplace Inclusion and Employee Performance. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Recent headlines from Tractor Supply and Lowe's demonstrate the challenges associated with traditional DEI efforts. Drawing on research from various sectors, this paper synthesizes findings that support the need for organically integrated DEI initiatives and provides recommendations for leadership, mentorship, and diversity intelligence; ultimately, providing a conceptual framework for understanding how organically integrated DEI strategies can promote lasting cultural change and foster genuine inclusivity.

Speaker



Dylan Collier
Military Officer | National University

Under Pressure: The Effects of Racial Tension on Burnout and Turnover Intentions - (Session ID 1111)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 6

Authors: Pool, R. N. & Rosopa, P. J. (2025, April). Under Pressure: The Effects of Racial Tension on Burnout and Turnover Intentions [Poster]. Society for Industrial and Organizational Psychology Conference, Denver, CO, United States.

Following the framework of the conservation of resources theory, this study examined the indirect effect of perceptions of racial/ethnic tension on intentions to leave through burnout. Based on a sample of faculty from a large public university (N = 419), this study demonstrated support for the mediation model, particularly the mediating effect of emotional exhaustion. Implications and future directions in I-O psychology are discussed.

Speaker



Rebecca Pool
Clemson University

The Experience of Microaggressions for Sexual and Gender Minorities - (Session ID 1152)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 7

Authors: Ponce-Mérida, K. P. & Saxena, M. (2025).The experience of microaggressions for sexual and gender minorities [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Sexual and gender minorities often face workplace stressors like microaggressions, internalized homophobia, and concealment, which negatively impact their psychological well-being. This study, using minority stress theory, examined the relationships among these factors, including transgender/gender-diverse (TGD) differences. Results showed a positive correlation between microaggressions and concealment. Gender identity (TGD vs. cisgender) did not moderate this relationship, but internalized homophobia mediated it. The study discusses its implications.

Speaker



Karla Ponce-Mérida

Graduate Research Assistant | University of Nebraska at Omaha

Enhancing DEIA Measurement: Psychometric Analysis of a New Public Sector Scale - (Session ID 1153)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 8

Authors: N. M., Cabrera, K., Zavala, L. L., Lamb, N. Z., Friedrich, J. C. (2025). Enhancing DEIA measurement: Psychometric analysis of a new public sector scale. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study psychometrically assesses a publicly available diversity, equity, inclusion, and accessibility (DEIA) scale created by the U.S. Office of Personnel Management and administered with the 2022 Federal Employee Viewpoint Survey. Of the 4 models examined, all had good fit, though a bifactor model fit best. The measure performed similarly across groups (gender, race, age, and disability status), demonstrating method invariance. Regression analyses and relative weights analyses found DEIA predicts satisfaction and engagement, with equity being the most important predictor.

Speakers



Kutina Cabrera

Student | Kansas State University



Lujan Lopez Zavala

Kansas State University



Natalie Lamb

Graduate Assistant | Saint Louis University



Jack Friedrich

Associate Data Scientist | Nestle Purina

Sexual Minorities' Vocational Interests and Cultural Moderation of Cultural Tightness - (Session ID 1179)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 9

Authors: Du, Y. Y. L. & Gelfand, M. J., Dragow, F. (2025). Sexual Minorities' Vocational Interests and Cultural Moderation of Cultural Tightness. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Using data from 48 countries (N = 91,063), authors investigated (a) the relationship of sexual orientation to RIASEC interests and (b) cultural tightness as a moderator of this relationship. Relative to heterosexuals, sexual minorities' (i.e., lesbian/gay, bisexual, asexual; LGB–Ace) interests are more investigative and more artistic, but less gender typical. Cultural tightness moderated some of these sexual orientation differences, such that they are smaller (larger) in tight (loose) cultures. In all, the study advances the current understanding of LGB–Ace people's vocational interests.

Speaker



Yan Yi Lance Du

PHD Student | University of Illinois Urbana-Champaign

Access to Remote Work Improves Work Attitudes for Disabled Workers; Is There a Cost? - (Session ID 1264)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 10

Authors: Russell, M., Meltzer, D. P., McGuire, M. S. & Storz, K. A.(2025). Access to Remote Work Improves Work Attitudes for Disabled Workers; Is There a Cost? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Remote work has been suggested as a potential reasonable accommodation for employees with disabilities (EWD). However, organizations may hesitate to offer such an accommodation without more data on the outcomes of such a decision. Using their unique position as a global management consulting firm to look at aggregated data across a number of organizations and demographics, authors explore remote work and whether it offers unique advantages to EWD. Findings suggest that EWD do experience greater psychological benefits of remote work than peers. Common "costs" of remote work may be fading.

Speakers



Dr. Daniel P. Meltzer

Senior Employee Research Consultant | Mercer



Morgan Russell

Senior People Scientist | Culture Amp

Exploring Differences in Display Rule Expectations for Black Women at Work - (Session ID 1331)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 11

Authors: Weeks, K., Taylor, N., Potter, D., Colladay, N., & Bell, M. (2024). Exploring differences in display rule expectations for Black women at work [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study explores whether Black women face stricter emotional display rules than others in the workplace and how evaluator demographics influence these expectations. Results indicate that Black women are expected to suppress negative emotions more than their White counterparts. Moreover, non-White male evaluators held more rigid expectations for emotional regulation from Black women than White participants. This highlights the complex ways intersectionality influences emotional labor, emphasizing the need for further research on how race and gender shape emotional expression expectations at work.

Speakers



Nicolina Taylor
Assistant Professor of Management | University of Wyoming



Kelly Weeks
Associate Professor of Management | Rhodes College

Reactions to Megathreats Among the Harming Group: A Moral Cleansing Approach - (Session ID 178)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 23

Authors: Motro D., & Ellis, A. P. J. (2025). How Mega-Threats Affect The Harming Group [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Megathreats—negative, identity-related events that receive significant media attention—have significant negative effects on members of the harmed group (e.g., Black Americans). Two studies shift the focus to how megathreats impact members of the harming group (White Americans). White Americans feel increased guilt upon exposure to a megathreat, which then decreases in-group solidarity and increases helping behavior toward Black Americans. This effect was stronger for individuals who value purity/sanctity.

Speaker



Daphna Motro
Associate Professor | Hofstra University

Not Wired for Work Engagement: Sensory Processing, Autism, and ADHD - (Session ID 214)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 24

Authors: Barthes, H. B., Rainey, V. R., & Schantz, A. D. (2025). Not wired for work engagement: sensory processing, autism, and ADHD [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study explored the relationships between work engagement and sensory processing, autism spectrum disorder (ASD) traits, and attention-deficit/hyperactivity disorder (ADHD) symptoms. Data were gathered from 199 U.S. workers via a survey. Results suggest that sensory processing differences correlate with work engagement differences, and ASD/ADHD traits tend to correlate with lower work engagement. Many negative correlations were found between ASD traits and work engagement subfacets. ADHD's inattention subscale negatively correlated with work engagement aspects.

Speaker



Hudson Barthes
PhD Student | University of Georgia at Athens

When Differences Matter: A Moderated Mediation of Relational Demography and Influence - (Session ID 346)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 25

Authors: Hatter, K. B., Garcia, L. R. & Avery, D. R. (2025). When Differences Matter: A Moderated Mediation of Relational Demography and Influence [Poster Presentation]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This inquiry challenges traditional relational demography by probing how demographic dissimilarity affects interpersonal influence. Authors offer serial mediation of the relationship between dissimilarity of a decision maker and adviser and weight of influence moderated by anxiety. Collectively, 2 studies indicated that the interactive effect of racioethnic dissimilarity and anxiety predicted influence by increasing certainty, thereby facilitating trust in the advisor. Despite limitations, findings have important implications for understanding influence in diverse environments.

Speaker



Kristi Hatter

Employability Coaching for Adults With Autism Spectrum Disorder: A Meta-Analysis - (Session ID 164)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 21

Authors: Kusnadi, R. E., & Kisamore, J. L. (2025). Employability coaching for adults with Autism Spectrum Disorder: A meta-analysis [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The increasing prevalence of autism spectrum disorder (ASD) highlights the need to discover effective ways to facilitate employment. This meta-analysis synthesizes results of 16 studies of work-related interventions for individuals with ASD. Results of the meta-analysis revealed an overall positive effect of interventions on employability. Results uphold use of neurodiverse employment supports to improve employability of adults with ASD. Further research is needed that examines other ways to support the transitioning of adults with ASD into the workforce.

Speaker



Jennifer Kisamore
Professor of Psychology | University of Oklahoma (Tulsa Campus)

Self-Uncertainty and Attitudes Toward DEI and Leaders Promoting DEI Initiatives - (Session ID 354)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 26

Authors: Rafi, M. & Weinhardt, J. (2025). Self-Uncertainty and Attitudes Towards DEI and Leaders Promoting DEI Initiatives. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors introduce a new framework that examines how self-uncertainty shapes the dominant group's attitudes toward DEI initiatives and leaders who promote them. Authors propose that DEI initiatives can threaten multiple aspects of dominant group members' self-concept, increasing self-uncertainty. This motivates them to resist DEI initiatives and negatively perceive leaders who promote them. These reactions are moderated by leader prototypicality and mediated by group entitativity. Recommendations offered on how leaders can better manage these reactions to increase the success of DEI initiatives.

Speaker



Mehnaz Rafi
Graduate Teaching Assistant | Haskayne School of Business

Ethnic Diversity Endorsement in Organizations: The Ethnic Diversity Endorsement Scale - (Session ID 362)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 27

Authors: Van Muylem, D., & Deros, E. (2025). Ethnic Diversity Endorsement In Organizations: the Ethnic Diversity Endorsement Scale. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Despite growing ethnic diversity in Europe, workplace discrimination persists, negatively impacting individuals and organizations. Diversity, equity, and inclusion (DEI) policies offer competitive advantages, but evidence on their effectiveness is mixed. Employees' endorsement of ethnic diversity may be key, yet no validated measure of diversity endorsement exists. This study developed and validated the Ethnic Diversity Endorsement Scale (EDES) in Dutch-speaking samples (N = 1,559), confirming its validity and predictive power as a tool for understanding diversity support in the workplace.

Speaker



Delphine Van Muylem
Ghent University

Gender Differences in Medical Faculty Evaluations: A Mixed-Methods Approach - (Session ID 372)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 28

Authors: Lee, V., Zhou, Y., Sackett, P. R., & Cullen, M. J. (2025) Gender Differences in Medical Faculty Evaluations: A Mixed-Methods Approach [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors explored gender differences in how medical residents describe faculty in their performance evaluations and the correlation between these descriptions and quantitative teaching ratings. Using data science methods, we grouped comments into communal, standout, and agentic categories. Female trainees used more words from all 3 groups than men, whereas female faculty received fewer agentic words than men. Teaching ratings also correlated with standout and communal word frequencies, revealing gender-based disparities in evaluations and their potential impact on perceived teaching quality.

Speaker



Vivien Lee
PhD Student | University of Minnesota- Twin Cities

The Invisible Barrier: Socioeconomic Status and Its Role in Entrepreneurial Pursuits - (Session ID 432)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 29

Authors: Liu, Yuchuan*, & Huang, Meiling* (2024). The Invisible Barrier: Socioeconomic Status and Its Role in Entrepreneurial Pursuits. Society for Industrial and Organizational Psychology Annual Conference, Denver, Colorado, United States. *These authors contributed equally to this work.

Although management studies highlight a "class ceiling" within organizations for disadvantaged individuals, its existence outside remains unclear. This research examines barriers faced outside organizations by exploring the link between childhood socioeconomic status and entrepreneurship. Utilizing panel and survey data from 2 studies, it was found that individuals from lower socioeconomic backgrounds are less likely to pursue entrepreneurship due to less favorable attitudes, weaker subjective norms, and lower perceived behavioral control.

Speaker



Yuchuan Liu
Assistant Professor | Nanjing University, China

Perceptions of Career Advancement Opportunities Among Persons With Disabilities - (Session ID 448)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 30

Authors: Miranda, K., Rizzo, N., Stachowski, A., & Ahmad, A. (2024). Perceptions of Career Advancement Opportunities Among Persons With Disabilities [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This research explored perceptions of career mobility of those with and without disabilities, and the impact of those perceptions on turnover intent. A cross-sectional study was conducted using an online survey. Participants are adults who were 18 years of age or older, who were working part or full time at the time of this research, and self-disclosed their disability status (N = 147). Results suggests that perceptions of internal career advancement opportunities played a primary role in turnover intent, but disability status offered little to no moderating effects on turnover.

Speaker



Katie Miranda

DEI Conversations: The Influence of Scripting to Improve Confidence - (Session ID 457)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 31

Authors: McQuade, P.S.M., Wessel, J.L., Chen, E.V., Adenuga, H.L., Griffiths, G.M. (2025). DEI Conversations: The Influence of Scripting to Improve Confidence [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors examined the efficacy of social scripting on DEI-related conversations with the goal of improving conversation participants' comfort and confidence. Two field studies in a diversity-related college course tested a scripting intervention in a pre-post design. They also compared this intervention to a control condition in a controlled experiment. They found triangulating evidence that scripting what to say or do in uncomfortable DEI-related interactions results in a significant increase in felt confidence at later time points, though not immediately after the intervention.

Speaker



Precious McQuade
PhD Student | University of Maryland

Development of the Asian Identity Measure (AIM) - (Session ID 666)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 32

Authors: Carmichael-Tanaka, N. (2024). Development of the Asian Identity Measure (AIM). [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

A measure of collective Asian identity is developed using 12 subelements of collective identity (Ashmore et al., 2004) to guide item development. Preliminary findings yielded 10 dimensions. Interestingly, affective commitment was not an extracted factor, suggesting that individuals' collective Asian identification may be more cognitive and behavioral than emotional. Limitations and future directions are discussed.

Speaker



Nina Carmichael-Tanaka
University of Georgia

An Experimental Investigation of Perceptions of Bisexual Job Applicants - (Session ID 672)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 33

Authors: Mariani, K., & Wax, A. (2025). An Experimental Investigation of Perceptions of Bisexual Job Applicants [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Despite the growing amount of research on LGBTQIA+ individuals' experiences, bisexual people are often underrepresented in the research. This study aims to address gaps in the literature on bisexual individuals in the workplace. A 2(applicant gender: male, female)*3(applicant sexual orientation: heterosexual, gay/lesbian, bisexual) experimental design was utilized. There were significantly higher job opportunities $F(2, 102) = 5.492, p = .005$ for bisexual applicants ($M = 4.33$) compared to heterosexual applicants ($M = 4.05$) ($p = .018$) and homosexual applicants ($M = 4.03$) ($p = .009$).

Speaker



Kristina Mariani
CSULB

The Development and Validation of a Code-Switching Scale for Black Employees - (Session ID 934)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Authors: Davis, S. N. Gyamfi, J., Olave, K., Gardner, D. M. (2025). The Development and Validation of a Code-Switching Scale for Black Employees [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO., United States.

Often, Black employees feel it necessary to manage how their non-Black employees perceive them (avoiding stereotypes and stigmas), through racial code switching. This study aims to develop a validated scale to measure code-switching behaviors among Black employees through qualitative interviews and expert feedback. This scale would allow for future exploration of the link between code switching and occupational health hazards, in an effort to inform organizational policies that reduce bias and promote workplace authenticity and well-being.

Speaker



Shelby Davis
Graduate Research & Teaching Assistant | Colorado State University

Proactive Versus Reactive DEI Training: Exploring the Impact on Employee Perceptions - (Session ID 1335)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 12

Authors: Bell, E., Traylor, A., Del-Mastro, M, Desing, L., Treusch, J., Shank, M. (2024). Proactive vs. Reactive DEI Training: Exploring the Impact on Employee Perceptions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States

This study examines how proactive and reactive diversity, equity, and inclusion (DEI) training initiatives affect employees' perceptions of organizational support, fairness, and bias. Using an experimental design, participants were shown company websites highlighting either proactive or reactive DEI efforts. Results suggest that there were no significant differences between the 2 types of DEI initiatives across the measured perceptions, highlighting the need for further research into the framing of DEI efforts and its impact on employee attitudes toward diversity.

Speakers



Lizzie Bell
Graduate student | Clemson University



Maria Del Mastro

Longitudinal Trends in Diversity Topics in Top I-O Journals - (Session ID 1346)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 13

Authors: Nault, E., Jarmillo, K., Kim, G., & Sabat, I. E. (2025). Longitudinal Trends in Diversity Topics in Top I-O Journals [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Following George Floyd's murder, the I-O field pledged to increase the amount of diversity research published on marginalized identities. Seven of the top I-O journals from 2018–2023 were examined to see if these increases had occurred. A significant increase in the proportion of diversity-related articles published over the last 6 years was found. Gender was the most commonly studied identity and gender combined with race was the most commonly studied intersecting identity. Several critically underexamined identities were found to have few or no studies published within this timeframe.

Speaker



Evan Nault
Doctoral Student | University of Houston

A Mixed-Method Investigation of Perceived Overqualification in U.S. Immigrant Workers - (Session ID 1400)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 14

Authors: Alanis, J. M. & Ryan, A. M. (2025). A mixed-method investigation of perceived overqualification in U.S. immigrant workers [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The U.S. workforce is evolving demographically. This study investigates perceptions and impact of overqualification in U.S. immigrant workers using a mixed-methods design. Results of semistructured interviews reveal several interesting themes, including issues with foreign credential recognition, starting from the bottom, discrimination, and a mixture of positive and negative emotions. Results of a survey study highlight the utility of relative deprivation theory as well as more distal outcomes of perceived overqualification. Findings yield implications for this understudied population.

Tattooed Workers: Tattoo Content Matters for Observer Perceptions and Treatment - (Session ID 1488)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 15

Authors: Grocutt, A. & Barling, J. (2025). Tattooed Workers: Tattoo Content Matters for Observer Perceptions and Treatment [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This experimental vignette study examined observer perceptions and treatment of tattooed workers based on tattoo content. Guided by expectancy violations theory, authors predict that dark tattoo content (e.g., threatening) is a negative violation eliciting negative perceptions, and subsequently greater subtle discrimination toward tattooed workers, whereas light tattoo content (e.g., friendly) is a positive violation with positive perceptions, and subsequently greater interpersonal fairness from observers toward tattooed workers.

Speaker



Alyssa Grocutt
PhD Candidate | Smith School of Business, Queen's University

Inclusive Data Collection for People With Intellectual and Developmental Disabilities - (Session ID 1492)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 16

Authors: Wolfart, R., Rodriguez, M. A., Ugalde, D., Abrego, E., Sutherland, K., Attong, N., Bruk-Lee, V. (2025). Inclusive Data Collection for People with Intellectual and Developmental Disabilities [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Adults with intellectual and developmental disabilities (IDD) have been historically underrepresented in research, as most researchers view this population primarily as endpoints in studies (Williams & Moore, 2011). The purpose of this paper is to give an introductory overview of recommendations for researchers to increase the accessibility and inclusion of adults with IDD in I-O research. Based on a comprehensive literature review and findings from a qualitative pilot study, barriers to research participation for this population were identified, and suggestions for improvements were made.

Speaker



Ron Wolfart
Florida International University

Unpacking Inclusion: Lived Experiences of Belongingness and Uniqueness - (Session ID 1501)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 17

Authors: Gonzalez, J., Davis, N., & Narayan, A. (2025). Unpacking Inclusion: Lived Experiences of Belongingness and Uniqueness [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors elicited experiences of inclusive experiences by individuals with minority intersectional identities, focusing on the satisfaction of need for belongingness and uniqueness. Semistructured interviews were used to gather interpersonal dynamics and contexts in which participants experienced satisfaction of these needs. Different contextual experiences satisfied needs uniquely. Experience of interdependence satisfied need for belongingness, psychological safety satisfied need for uniqueness, and positive recognition satisfied both needs.

Speaker



Jalyne Gonzalez

Conservatives and Liberals Benefit Equally From Workplace DEI Practices - (Session ID 1517)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 18

Authors: Dhanani, L. Y. & Bogart, S. M. (2024). Conservatives and Liberals Benefit Equally from Workplace DEI Practices [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

In light of recent backlash to DEI practices, authors examined whether conservatives differentially experienced and benefitted from workplace diversity and inclusion efforts as compared to liberals. Results indicated that conservatives had similar views of their organization's inclusion climate and felt similar levels of inclusion to liberals. Moreover, each of these indicators was associated with more positive work attitudes and lower mental health symptoms, and those relationships were of a similar magnitude across all political groups.

Understanding Difference in Service Work by Male and Female Faculty - (Session ID 1601)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 19

Authors: Childers, M., Moody, S., & Bartels, L. (2025, April) Understanding Difference in Service Work by Male and Female Faculty. Poster to be presented at the 40th annual meeting of the Society for Industrial Organizational Psychology. Denver, Colorado.

This study investigated gender differences in service workloads among university faculty, particularly focusing on whether women are burdened with more service tasks compared to men. The study surveyed 111 faculty members, assessing their self-reported teaching, research, and service duties. Results did not support the hypotheses that women or underrepresented women (i.e., women who make up 35% or less of a department) perform more service or receive lower service ratings during promotion. Limitations and future research directions are discussed.

Speaker



Marie Childers
Assistant Professor | Southern Illinois University Edwardsville

Deviant Versus Legitimate: Concerns Regarding O*NET's Interest Profiles - (Session ID 1632)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 20

Authors: Glosenberg, A. & Behrend, T. S. (2025). Deviant vs. legitimate: Concerns regarding O*NET's occupational interest profiles. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The U.S. Department of Labor's Occupational Information Network (O*NET) provides recommendations for millions of career seekers based upon interest profiles from the data they collect. However, authors articulate a concern regarding whether those recommendations are as valid for women as they are for men. They provide evidence to justify continued research on such concerns, finding that O*NET's interest profiles exhibit lower fit with women in occupations dominated by men, even after controlling for the interest profiles of those occupations. Implications of our findings are discussed.

Speaker



Alexander Glosenberg
Assistant Professor - Fred Kiesner Center for Entrepreneurship | Loyola Marymount University

Pursuing Diversity Goals: Goal Progress on Resource Allocation Choices - (Session ID 1649)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 22

Authors: Mai, I. & Weinhardt, J. (2025). Pursuing Diversity Goals: Goal Progress on Resource Allocation Choices [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States

As diversity goals become ubiquitous in organizations, it is crucial to understand how they influence employees' decision making and goal pursuit. This study examines how goal attributes, specifically progress rate, affect resource allocation decisions. Using an experimental design with repeated resource allocation choices, authors explore how different rates of progress toward diversity goals shape decision making. Findings offer insights into the operational impacts of diversity goals and practical implications for setting and communicating progress.

A Qualitative Examination of Interpersonal Weight Discrimination at Work - (Session ID 987)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 35

Authors: Anker, J.G., Carmichael-Tanaka, N., & Eby, L.T. (2025). A qualitative examination of interpersonal weight discrimination at work [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Weight discrimination occurs throughout the employment process. However, little is known about how interpersonal forms of weight discrimination manifest for employees. It is also important to consider how such experiences may differ by gender given differing societal norms regarding weight. This study uses a qualitative design to understand interpersonal weight discrimination at work in order to develop a taxonomy of experiences of interpersonal weight discrimination in the workplace. Further, differences in experiences with and reactions to weight discrimination by gender are explored.

Speaker



Jocelyn Baker (Anker)
University of Georgia

Workplace Consequences of Employee-Supervisor Political Ideology Dissimilarity - (Session ID 989)

8:00 AM – 8:50 AM

INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 36

Authors: Xiao, X., Arena Jr, D. F., Landay, K., & Smith, S. G. (2025). Workplace Consequences of Employee-supervisor Political Ideology Dissimilarity. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

As political differences in the U.S. become increasingly polarized, the impact of ideological dissimilarity between supervisors and employees remains largely unexplored. Authors draw on social identity theory and similarity-attraction theory to examine the relationship between political ideology dissimilarity and employee turnover intentions through perceived supervisor task conflict. Findings indicate that when subordinates perceive greater differences in political ideology with supervisors, they report experiencing increased task conflict, which contribute to higher turnover intentions.

Speaker



Xiao Xiao

Underresearched Topics in the Prediction of Employee Turnover - (Session ID 988)

8:00 AM – 8:50 AM | Location: 705/707

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE

Authors: Johnson, J. W. (Chair) (2025). Under-researched topics in the prediction of employee turnover [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Employee turnover has a strong negative impact on both employees and the organization. This symposium presents research that examines topics that have not received much attention in the turnover literature and describes how this research can be applied to reduce detrimental turnover. These topics include (a) how perceptions of senior leadership impact first-level leader turnover, (b) the direct influence of personality on turnover intention beyond its effect on job attitudes, and (c) the use of work history to select candidates who are less likely to leave early in high-volume roles.

Speakers



Jeff Johnson
Principal Research Scientist | SHL



Rosey Rhyme

Sr. Research Manager | DDI | Development Dimensions International

So You Want to Make a Change: Exploring Keys to Success in I-O Career Transitions - (Session ID 341)

9:00 AM – 10:20 AM | Location: 201

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: Rothstein, E.G. (Chair), Heil, M. C. (Presenter), Patel, R.K. (Presenter), Nadler, J.T. (Presenter), Scaduto, A. (Presenter), & Hoffman, A.J. (Presenter) (2025). So You Want to Make a Change: Exploring Keys to Success in I-O Career Transitions [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Rapid technological advancements and remote working opportunities have led to employees making more career transitions than ever before. The session will start with a panel, where professionals from different backgrounds will share their career stories and offer tips for successfully navigating career transitions, such as changing industries and switching among external, internal, and academic roles. After the panel, attendees will participate in a group workshop, where they will apply what they have learned and receive feedback.

Speakers



Michael Heil

Vice President, Assessments Team | JPMorganChase



Ashley Hoffman

Director of Talent Assessment & Data Analytics | US Housing and Urban Development



Joel Nadler

Co-Founder and Adjunct Faculty | AOA Consultants and University of Indiana



Ruchi Patel

Research Scientist, Talent Assessments | Amazon



Anne Scaduto

Talent Assessment Leader | GE Aerospace



Ashley Lee

Assistant Professor | William Paterson University of New Jersey

The Power of You: Building a Personal Brand in I-O Psychology and Beyond - (Session ID 935)

9:00 AM – 10:20 AM | Location: 603

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: Handler, C.A. (Co-Chair), Morelli, N. (Co-Chair), Caliguri, P. (Panelist), Elliott, J.P. (Panelist), Napper, C. (Panelist), Murphy, S. (Panelist). (2025). The Power of You: Building a Personal Brand in I-O Psychology and Beyond: IGNITE + Panel Session Combo [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session explores how I-O psychologists can build and amplify a personal brand both within and outside the field. Attendees will learn from, and interact with, I-O psychologists who've built strong personal brands that extend beyond I-O. Learnings will focus on 6 pillars of personal brand building.

Speakers



J.P. Elliott

Founder | Future of HR Consulting



Charles Handler

President and Founder | Rocket-Hire



Neil Morelli

Managing Partner | Workplace Labs



Cole Napper

VP, Research & Innovation | Lightcast



Richard Rosenow

Vice President of People Analytics Strategy | One Model Inc

The Evolution of Workplace DEI Efforts Post-Students for Fair Admissions (SFFA) - (Session ID 968)

9:00 AM – 10:20 AM | Location: 507

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Cubrich, M. (Chair), Carusone, N. (Panelist), Cox, G. (Panelist), Graddick-Weir, M. (Panelist), Locklear, T. S., (Panelist), & Ruan, N. (Panelist). (2025). The Evolution of Workplace DEI Efforts Post-Students for Fair Admissions (SFFA) [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The Supreme Court's Students for Fair Admissions (SFFA) decision has raised continued questions about the impact on diversity, equity, and inclusion (DEI) efforts in the workplace. This session will feature speakers from various perspectives, including the legal, employer, HR consultant, litigation support, and DEI consultant sectors. The objective is to foster a comprehensive discussion on the topic, exploring multifaceted perspectives on the ongoing development of DEI initiatives in the workplace in a dynamic legal environment.

Speakers



Nikki Carusone

Senior Consulting Scientist | APTMetrics



Gena Cox

Founder & CEO | Feels Human, LLC



Marc Cubrich

Senior Consultant | APTMetrics



Mirian Graddick-Weir

Principal | WeirGroup, LLC.



Toni Locklear

Chief Technical Officer & Litigation Practice Leader | APTMetrics



Nantiya Ruan

Professor of Law | William S. Boyd School of Law, University of Nevada-Las Vegas

Internationalizing Industrial, Work, and Organizational Psychology in the AI Era - (Session ID 699)

9:00 AM – 10:20 AM | Location: 503/504

GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES

Authors: Ruiz de Huydobro, G. (Chair/Presenter), Chalifour, J. (Moderator), Ceylan, S. (Presenter), Glazer, S. (Presenter), Wehling, A. (Presenter), Ohlms, M.(Presenter) (2025). Internationalizing Industrial, Work, & Organizational Psychology in the AI Era [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

US-based and international academics and practitioners with international/cross-cultural work exposure will share, through IGNITE-style presentations, their experiences related to the current state of industrial, work, and organizational psychology (IWOP) from a

global diversity and internationalization lens, within the new era of artificial intelligence (AI). The session will be complemented by an audience driven interactive panel discussion; through interactive tools, attendees will steer the conversation toward the specific topics that interest them most.

Speakers



Justine Chalifour

Senior IO Psychology Consultant | HireVue



Sharon Glazer

The University of Baltimore



Marie Ohlms

Postdoctoral Researcher | Albert-Ludwigs-Universität Freiburg



Gema Ruiz de Huydobro

Manager, IO Psychology Assessment Delivery | HireVue



Allie Wehling

Selection & Assessment Leader | Cisco

Crowdsourcing Success: Talent Hackathon for Real-World Problem Solving - (Session ID 1352)

9:00 AM – 10:20 AM | Location: 207

LEADERSHIP

Authors: Marcus-Blank, B. (Chair), Chamber, R. (Panelist), Congemi, P. (Panelist), Desrosiers, E. (Panelist), Dreyer, M. (Panelist), Ehret, M. (Panelist), Kamen, S. (Panelist). (2025). Crowdsourcing Success: Talent Hackathon for Real-World Problem Solving [Alternative Session Type]. Society for Industrial and Organization Psychology Annual Conference, Denver, CO, United States.

Many I-O practitioners face similar challenges within their organizations. Through audience participation, this alternative session will crowdsource solutions to pressing organizational issues. Senior HR leaders from 6 companies will present an issue they are experiencing and then lead roundtable solutioning discussions.

Speakers



Richard Chambers

Director, Talent Management | General Mills



Erica Desrosiers

Chief Talent Officer | Acadia Healthcare



Matthew Dreyer

Global Head of Talent Management | Prudential Financial



Seth Kamen

University of Florida



Brittany Marcus-Blank

Johnson & Johnson

Bridging the Academic–Practitioner Divide: Debate and Collaborative Issue Exploration - (Session ID 603)

9:00 AM – 10:20 AM | Location: 205

TEACHING I-O PSYCHOLOGY/STUDENT AFFILIATE ISSUES/PROFESSIONAL DEVELOPMENT

Authors: Miller, C. F. (Co-Chair), Richard, T. (Co-Chair), Haas, J. B. (Co-Chair), Cadiz, D. (Panelist), Clark, M. (Panelist), Davis, J. (Panelist), Fan, J. (Panelist), Miller, D. (Panelist), Olenick, J. (Panelist), Sawyer, K. (Panelist), Surface, E. A. (Panelist). (2025). Bridging the academic-practitioner divide: Debate and collaborative issue exploration [Alternative session]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The academic–practitioner divide partially stems from academics and practitioners preferring their own sources of information. Such an occurrence contributes to a lack of applied presence in I-O research. To address this need, professionals with expertise on topics within both academia and practice will engage in a reverse debate in which they will discuss the strengths and weaknesses that exist within both contexts. Afterward, attendees will work together to formulate research questions pertaining to their particular domains and brainstorm methods of collaborative investigation.

Speakers



Dave Cadiz

Principal OD Science Consultant | Workday, Inc.



Malissa Clark

University of Georgia



Jimmy Davis

Partner, Scaled Consulting Team Lead | RHR International



Jinyan Fan

Professor | Auburn University



Daniel Miller

Solution Architect | SHL



Carsynn Miller

Graduate Teaching Assistant | University of Georgia



Jeffrey Olenick

Assistant Professor of Organizational Psychology | The University of Georgia



Thamengie Richard

University of Georgia



Katina Sawyer

Associate Professor of Management and Organizations | University of Arizona



Dr. Eric Surface

Founder | CEO | Principal I/O Psychologist | ALPS Insights

Invited: The 2025 SIOP Machine Learning Competition - (Session ID 1687)

9:00 AM – 10:20 AM | Location: 702/704/706



TECHNOLOGY

Authors: Hernandez, I., Thompson, I., Marin, S., Squires, B. (2025). The 2025 SIOP Machine Learning Competition [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The SIOP Machine Learning Competition, since its 2018 inception, has become a hub for the I-O psychology community to showcase data science prowess. A diverse mix of data scientists, researchers, and students gather to tackle AI challenges. In a highlight session,

top teams will exhibit their winning solutions and share insights from their competitive journey. This celebration of innovation and teamwork culminates in the recognition of their achievements and the awarding of cash prizes, underscoring their contributions to the evolving field of AI and psychology.

Speakers

- **Ivan Hernandez**
Virginia Tech
- **Isaac Thompson**
Senior Research Scientist | Amazon

Best Practices for Rigorous, Credible, and Impactful I-O Research - (Session ID 146)


9:00 AM – 10:20 AM | Location: 605

MEASUREMENT/STATISTICAL TECHNIQUES

Authors: Aguinis, H. (2025). Best practices for rigorous, credible, and impactful I-O research [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This audience-centered master tutorial covers the research process from generating and testing theory to enhancing impact and usefulness. It is useful for (a) research producers and (b) research consumers (i.e., master’s and doctoral students, junior and senior researchers, and practitioners). It includes checklists, tables, flowcharts, “how-to,” and “dos and don’ts” guidelines so participants can understand the extent to which methodological best practices are being followed—and therefore can follow best practices in their research and evaluate the research conducted by others.

Speaker

- **Herman Aguinis**
Avram Tucker Distinguished Scholar and Professor of Management | George Washington University

From Insights to Impact: Leveraging Network Analysis to Drive Business Success - (Session ID 671)







9:00 AM – 10:20 AM | Location: 506

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Cullen-Lester, K. L. (Co-Chair), Pryor, G. (Co-Chair), Arena, M., Cavanaugh, K., Floyd, T., Hines, S. Martin, C., & Paes, H. (2025). From Insights to Impact: Leveraging Network Analysis to Drive Business Success [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Organizational network analysis and actions are powerful tools to address business challenges and deliver valuable outcomes. Panelists are contributing authors to The Social Capital Imperative: Revealing, Developing and Leveraging Organizational Networks—SIOP’s newest book. They will share their experiences connecting insights from analytics to actions that improve workforce well-being, knowledge sharing, innovation, and organization transformation. This session provides an engaging inside look, offers guidance, and answers questions for those who want to engage networks to deliver impact.

Speakers

- **Kate Cavanaugh**
UT MD Anderson Cancer Center
- **Kristin Cullen-Lester**
School of Business Fellow and Associate Professor of Management | University of Mississippi
- **Theresa Floyd**
Associate Professor of Management and Poe Family Distinguished Faculty Fellow | The University of Montana - College of Busin...
- **Scott Hines**
- **Cody Martin**
Director of Workforce Analytics | Johnson & Johnson
- **Greg Pryor**
Co-Founder | Connected Commons
- **Hemerson Paes**
Global Network Catalyst | Roche

Tackling Workplace Incivility - (Session ID 461)







9:00 AM – 10:20 AM | Location: 601

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE

Authors: Nelson, M. (Chair), Adler, S., Grubb, A., Heaton, L., Norris-Watts, C., & Stomski, L. (2025). Tackling workplace incivility. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Workplace incivility is inconsiderate, rude, and violates social norms for workplace behavior. This session will address how workplace incivility is tackled in 4 different, highly visible, and exemplary organizations: Walmart, Penske, Johnson & Johnson, and the FBI. The panelists will share how their organizations are attempting to proactively control and retroactively deal with workplace incivility. They will provide thoughts on how the lessons drawn from the practices of these organizations—both successful and unsuccessful—can benefit organizations and society more broadly.

Speakers

- **Seymour Adler**
Consultant | Spencer Stuart
- **Amy Grubb**
- **Laura Heaton**
Vice President, Talent Development | Penske Transportation Solutions
- **Miriam Nelson**
Senior Partner | Korn Ferry
- **Christina Norris-Watts**
Head of Assessment & People Practices | Johnson & Johnson
- **Lorraine Stomski**
Chief Talent Officer | Walmart

CANCELLED - Exploring the Backlash to DEI, What Went Wrong and What Comes Next? - (Session ID 1105)

9:00 AM – 9:50 AM | Location: 302/303

CANCELLED SESSION

Authors: Prewett, A., Dunbar, M., Campanario, S., El-Meouchy, P., Gundermann, C. (2024). Exploring the Backlash to DEI, What Went Wrong and What Comes Next? [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Diversity, equity, and inclusion (DEI) initiatives have historically been associated with significant positive outcomes for organizations; however, in recent years, they have faced intense scrutiny across various sectors and become targets of aggressive political campaigns and conspiracy theories. Organizational leaders were once heavily investing in DEI but many have

now reversed course, with some even emerging as vocal critics. This panel will explore various perspectives on the factors driving the current climate surrounding DEI and propose potential solutions for moving forward.

Invited: EB - Managing DEI Backlash: A Conversation With SIOP DEI Chairs - (Session ID 1693)







9:00 AM – 10:20 AM | Location: 304

INCLUSION/DIVERSITY

Authors: Arena Jr., D. F. (Chair), David, E. M., Derryberry, K., Dhanani, L. Y., Johnson, L. U., Rauvola, R. S., & Tran, N. M. (2024). Theme Track: Managing DEI Backlash: A conversation with SIOP DEI Chairs [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session is centered on navigating the challenges of diversity, equity, and inclusion backlash within organizations. Authors showcase what committees are doing to effectively manage and transcend DEI backlash, how SIOP members can get involved in these specific efforts, and broadly what I-O psychologists can do to support this work. This session will unfold first as an ignite style panel where each committee will share their ongoing initiatives, and then speakers will be asked to provide specific ways in which members can get involved both inside and outside of SIOP.

Speakers

- **David Arena**
Assistant Professor of Management | University Of Texas At Arlington
- **Emily David**
Associate Professor of Management | National University of Singapore
- **Kim Derryberry, PhD**
Adjunct Professor | Colorado Technical University
- **Lars Johnson**
Assistant Professor | University of Texas at Arlington
- **Shelly Rauvola**
Assistant Professor & Program Director, I-O Psychology | DePaul University
- **Mia Tran**
Associate Professor of IO Psychology | Salem State University

Actioning Derailed! Lessons From Employee Engagement Action Planning Gone Wrong - (Session ID 1478)







9:00 AM – 10:20 AM | Location: 607

JOB ATTITUDES/ENGAGEMENT

Authors: McGuire, M. S. (Moderator), Bruck, C., Golay, L., Hehn, L., Pierce, S., Standish, M. (2025). Actioning Derailed! Lessons from Employee Engagement Action Planning Gone Wrong [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Action planning is a powerful intervention strategy organizations use to improve employee engagement. However, there are many occasions when action planning fails to achieve intended outcomes. Understanding the reasons behind derailment, and finding ways to overcome it, is crucial for survey practitioners looking to increase the likelihood of success of their action planning goals. This panel discussion brings together experienced survey practitioners from major organizations to discuss how they've seen action plans derail, what was learned as a result, and what practices led to improvements.

Speakers

- **Carly Bruck**
Principal | Mercer
- **Leslie Golay**
Head of Talent Practices | NIKE, Inc.
- **Laura Hehn**
Owner/Lead Consultant | Laura K Hehn Consulting
- **Michael McGuire, PhD**
Alumni | Hofstra University
- **Melanie Standish**
Senior Leadership & Organization Development Specialist | Lenovo
- **Kyra Visnick**
Senior Manager of HR Insights, Analytics, and Strategy | Hilton

Building Trust in an Era of Change: A Cross-Industry Perspective on Leadership - (Session ID 508)



9:00 AM – 10:20 AM | Location: 709/711

LEADERSHIP

Authors: Caputo, A. W. (Co-Chair), Kansal, R., (Co-Chair), Boroff, K., (Co-Chair) (2024). Building Trust in an Era of Change: A Cross-Industry Perspective on Leadership [Panel]. Society for Industrial and Organizational Psychology Annual Conference, United States.

This session explores the critical role of trust in leadership. Drawing on data from a 4-year study, authors examine how Gen Z views trust as the cornerstone of effective leadership. Actionable strategies from leaders across various industries will be shared to foster trust, navigate hybrid work environments, and adapt to technological advancements such as AI. Attendees will gain evidence-based guidance on building and sustaining trust to drive organizational success in an evolving world.

Speakers

- **Anthony Caputo**
Chief People Officer/ Chief Operating Officer | Remesh Inc.
- **Ruchin Kansal**
Professor of Practice | Seton Hall University

Invited: Alliance: Carrying the "Reconciliatory Burden" I-O's Role in Improving Indigenous Employment - (Session ID 1673)


9:00 AM – 10:20 AM | Location: 701


JOB ATTITUDES/ENGAGEMENT


Authors: Grier, M., Brozny, A., James, K., Carter-Rogers, K., Latte, T., Price, S., Murry, A., Hiemstra, A. (2025). Carrying the reconciliatory burden: I-Os role in improving Indigenous employment [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


Organizational scientists worldwide have declared Indigenous employment a topic worthy of investigation. It is also complex, however, and demands nuanced considerations. Indigenous employees bring invaluable skillsets to their work but are often tasked with carrying the organization's reconciliatory burden without sufficient support. Ultimately, retaining Indigenous talent requires a commitment to addressing the systemic barriers they face. This panel session brings together Indigenous/ist scholars from across the USA and Canada to discuss I-O's role in improving Indigenous employment.


Speakers

- 

Alicia Brozny
UCalgary
- 

Katelynn Carter-Rogers
Assistant Professor/PhD Candidate | Saint Mary's University & St. Francis Xavier University
- 

Melanie Grier
Indigenous Research Advisor | University of Calgary
- 

Annemarie Hiemstra
Associate Professor | Erasmus University Rotterdam
- 

Adam Murry
Associate Professor of Indigenous Psychology | University of Calgary

360 Feedback Practices Unveiled: On Track or Off Course? - (Session ID 303)


9:00 AM – 10:20 AM | Location: 203


TESTING/ASSESSMENT


Authors: Rose, D.S. (Chair), Church, A.H., Macey, W.H., McCauley, C., Scott, J.C., & Wacławski, J. (2024). 360 Feedback Practices Unveiled: On track or off course? [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.


A panel of experts shed light on benchmarking research of current 360 feedback practices. Panelists will comment on trends in the data, the extent to which they align with best practices, and implications for future 360 feedback practice considering 3 workplace trends: psychological safety (including DEI), the remote workplace (including remote leadership), and technological innovations (including AI).


Speakers


- 

Allan Church
Co-Founder and Managing Partner | Maestro Consulting LLC
- 

William Macey
- 

Cindy McCauley
Honorary Senior Fellow | Center for Creative Leadership
- 

Dale Rose
President | 3D Group
- 

John Scott
Co-CEO | APTMetrics
- 

Janine Wacławski
Co-Founder and Managing Partner | Maestro Consulting LLC

Better Together: Joining Psychometrics and Technology to Scale Item Generation - (Session ID 924)


9:00 AM – 10:20 AM | Location: 703


TESTING/ASSESSMENT


Authors: Sady, K. (Chair), Capman, J., Hanvey, C., Loverde, M. (2025). Better together: Integrating robust psychometrics and technology to scale item generation [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


This session focuses on combining robust item models and technological tools to efficiently develop and scale deep item pools for use in personnel selection. The panelists will discuss the importance of sound psychometric theory to guide development, specification of item parameters as part of item models, confirmation of psychometric characteristics post item generation, and item delivery mechanisms.

Speakers

- 

John Capman
- 

Kayo Sady
Senior Research Scientist - Talent Assessment | Amazon
- 

Chester Hanvey
Director | Berkeley Research Group
- 

David Dubin
Principal | People Strategies

Poster Sessions: Leadership and Job Attitudes/Engagement

9:00 AM – 9:50 AM | Location: Mile High Ballroom

LEADERSHIP JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Leading With an Edge: Can Transformational Leaders Also Be Abusive? - (Session ID 601)

9:00 AM – 9:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 27

Authors: McLarnon, M.J.M., & Gellatly, I.R. (2024). Leading with an edge: Can transformational leaders also be abusive? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In response to calls for work that captures the complexity and expression of leadership styles in real-life situations, authors applied latent profile analysis to render meaningful combinations of follower perceptions of transformational leadership and abusive supervision. Four unique leadership profiles emerged: disengaged, edgy transformational, decision makers, and hyper abusive. With respect to outcomes, turnover intention, trust, and individual deviance differed across the profile groups. This study provides further support for the use person-centered methods in advancing leadership theory.

Speaker

- 

Matthew McLarnon
Professor | Mount Royal University

Navigating Periodic Task Transitions: The Role of Shared Leadership - (Session ID 693)

9:00 AM – 9:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 30

Authors: Wang, Y., Zhu, J., Lin, C., & Song, Z. (2025). Navigating periodic task transitions: The role of shared leadership. Presented at the 2025 Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), April 2-5, in Denver, CO.

This paper examines how teams navigate periodic innovation task transitions, wherein work teams routinely engage in and shift between the tightly linked yet distinct tasks of idea generation and implementation. A field survey study was conducted based on multisource, time-lagged data collected from 441 full-time employees working on 72 product development teams. Results revealed that shared leadership had a stronger positive effect on team innovation through team reflexivity in teams undergoing innovation stage transitions compared to those not experiencing such changes.

Speaker



Zhaoli Song
NUS

Leadership Experiences and Self-Efficacy Development During College and Early Career - (Session ID 757)

9:00 AM – 9:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 31

Authors: Shelley, L., Dishaw, E., Oliveira, E., Honkanadavar, P., Eckert, J., Sessa, V., & Bragger, J. (2025, April). Leadership experiences and self-efficacy development during college and early career. [Poster Submission]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This longitudinal study explored the relationship between amount of leader experiences during college and leader self-efficacy (LSE) developmental trajectories during and 2 years postcollege. Although there is little overall change in LSE over time, when amount of leader experience during college was taken into account, curvilinear relationships were found: For those with more experiences, LSE decreased during college and rebounded to a higher level post-college. Those with fewer experiences had the opposite curvilinear relationship.

Speakers



Evelyn Dishaw
PhD Student, Industrial Organizational Psychology | Montclair State University



Loren Shelley
PhD student | Montclair State University

How Uncertainty and Low Resilience Reshape Employee Perceptions of Leader Narcissism - (Session ID 1186)

9:00 AM – 9:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 5

Authors: Oh, M., Lee, H., Mah, S., Yun, S., & Lee, J. (2024). When narcissists leader shine: How uncertainty and low resilience reshape employee perceptions of leader narcissism [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines how a leader's narcissism can influence employees' perceptions of charismatic leadership and lead to their endorsement, considering workplace uncertainty and employee resilience. A survey of 304 Korean employees showed that narcissistic leaders were perceived as less charismatic and received less endorsement overall. However, they were seen as more charismatic and gained more endorsement when workplace uncertainty was high and employee resilience was low. These findings highlight the importance of context in shaping responses to narcissistic leadership.

Speaker



Jihye Lee

Performance Pressure Is Not Always Bad: The Role of Leader Self-Enhancement Motive - (Session ID 1289)

9:00 AM – 9:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 7

Authors: Yoo, M., Oh, M., Mah, S., & Yun, S. (2025). Performance Pressure Is Not Always Bad: The Role of Leader Self-Enhancement Motive [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Most research on performance pressure has focused on its negative effects from the employees' perspective, offering limited insight into how leaders perceive and respond to such pressure. Authors depart from this predominant perspective to explore the potential positive effects of performance pressure on leaders. Drawing on goal-setting theory, they propose that leaders with high self-enhancement motive are more likely to exhibit empowering leadership under pressure, which in turn enhances employees' task performance. Hypotheses were supported by a multisource, time-separated survey design.

A Socioanalytic Perspective on the Effects of Leader Bottom-Line Mentality - (Session ID 1480)

9:00 AM – 9:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 15

Authors: LaBella, M. S., Kim, Y., Choi, J. Y., Kim, Y-G, Resick, C. J. (2024). A Socioanalytic Perspective on the Effects of Leader Bottom-Line Mentality. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Drawing on socioanalytic theory, authors examine the congruence/incongruence between leaders' self-rated bottom-line mentality (identity) and employee's perceptions of the leader's bottom-line mentality (reputation). They hypothesize that employees experience fatigue when identity and reputation are congruent at high levels because employees are unable to negotiate l-deals. In a sample of leaders and employees from a manufacturing firm in Korea, support is found for the hypotheses. Effects are lessened as leaders' identity exceeds their reputation and by employee political skill.

Speaker



Madison LaBella
PhD Candidate | Drexel University

Strength in Numbers: The Influence of Social Networks on Abusive Supervision - (Session ID 1529)

9:00 AM – 9:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 18

Authors: Whitney, J. M. & McClean, S. T. (2025). Strength in Numbers: The Influence of Social Networks on Abusive Supervision. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Despite growth in studies on abusive supervision, there remains a lack of literature on what may deter this detrimental behavior in organizations. In this conceptual article, authors propose that the quality of a follower's social network, and their position within the network, influences the level of the supervisor's image concern, which ultimately determines the level of the leader's abusive supervision. In other words, a follower's social networks may act as a defense mechanism against abusive supervision. Overall, our paper provides a unique perspective on abusive supervision in organizations.

Speaker



Jacob Whitney
Assistant Professor OB/HR | Kennesaw State University

Leadership and Autism: Building Competencies Through Perspective Taking and Coaching - (Session ID 1530)

9:00 AM – 9:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 19

Authors: Vaidyanathan, N., Resick, C.J., Barnes, L.Y., (2025). Leadership and Autism: Building Competencies Through Perspective-Taking and Coaching [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors hypothesize the congruence/incongruence among autistic leaders' systemizing and empathizing cognitive mechanisms create a capacity to engage in visionary and empowering leadership behaviors through perspective taking. They further propose that coaching helps autistic leaders overcome deficits in perspective taking and engage in empowering leadership. They test and find support for our hypotheses in a 3-wave, multi-industry study of leaders diagnosed with autism. Findings highlight perspective taking as a key competency jointly influenced by leaders' empathizing and systematizing quotients.

Speaker



Nagapriya Vaidyanathan
Doctoral Student | Drexel University's LeBow College of Business

Integrating Leadership Theories: Proposing a General Factor (g-Factor) of Leadership - (Session ID 1532)

9:00 AM – 9:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 20

Authors: Campbell, C. F., Belwalkar, B.B., Cheban-Gore, Y.M., & Curnow, C.K. (2024). Integrating leadership theories: Proposing a general factor (g-Factor) of leadership [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Leadership research is marked by numerous theories, leading to a fragmented understanding and challenges in developing practical approaches. In response, authors created an integrative framework of leadership based on a general factor (g-factor) of leadership. The framework features a hierarchical structure with a general factor at the top and higher order factors representing key leadership dimensions integrating 72 leadership conceptualizations. This framework aims to unify diverse concepts and can be tested for validation and applied in organizational contexts.

Speaker



Chelsi F. Campbell
I/O Research Associate | The American Institutes for Research

Relational Leadership Behaviors on Employee Well-Being and Work Attitudes - (Session ID 1640)

9:00 AM – 9:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 22

Authors: Romero, M. R., Costanza, D. P., Chakrabarti, A., Momcilovic, P., H., & Schirle, G., (2025). Relational Leadership Behaviors on Employee well-being and Work Attitudes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Practitioners and scholars are increasingly interested in leaders' impact on employees in and outside of work. Decades of research have focused on how leaders contribute to organizational outcomes; however, there is a lack of focus on how leaders impact follower outcomes. This study investigates the association between relational leadership behaviors to employee well-being and retention-related work attitudes. Analyses do not provide support for relational leadership behaviors relationship with employee well-being but are with increased job satisfaction and decreased intent to turnover.

Speaker



Maddie (Madison) Romero
Army Research Institute

Peer Justice and Interpersonal Behavior: The Roles of Affective and Cognitive Trust - (Session ID 203)

9:00 AM – 9:50 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 25

Authors: Choi, J. Y., Choi, S. Y., Shin, N., & Sun, J. (2025). Peer justice and interpersonal behavior: The roles of affective and cognitive trust [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Based on social exchange theory, this study examines how trust in coworkers serves as a psychological mechanism that links peer justice to employee engagements in forms of interpersonal citizenship and deviant behaviors. Peer justice is positively related to 2 types of trust in coworkers: affective and cognitive trust. Moreover, affective trust in coworkers mediates the relationship between peer justice and interpersonal citizenship behavior, whereas cognitive trust in coworkers mediates the relationship between peer justice and interpersonal deviant behavior.

Speaker



Jae Young Choi
Assistant Professor of Management | West Chester University of Pennsylvania

AI Workplace Integration and Job Crafting - (Session ID 453)

9:00 AM – 9:50 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 1

Authors: Choi, B., Day, E. A., Ye, H. J., Jensen, M. L. (2025). AI Workplace Integration and Job Crafting [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States

Authors tested whether AI in the workplace can foster new opportunities for employees to initiate proactive changes to their work, known as job crafting. Considering perceived supervisor support and AI autonomy as moderators, this 6-week lagged study involving a Prolific sample of 536 workers showed AI integration positively predicted job crafting toward strengths, interests, and development. Supervisor support and AI autonomy yielded positive main effects, but only AI autonomy moderated the effects of AI integration on JC interests and development. Insights for theory and practice are discussed.

Speaker



Brandon Choi
University of Oklahoma

An Updated Meta-Analysis of Goal Difficulty and Performance - (Session ID 509)

9:00 AM – 9:50 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 26

Authors: Zhou, Y., Zhang, Y., Greco, A., & Schmidt, A. M. (2024). An updated meta-analysis of goal difficulty and performance [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors conducted a meta-analysis to provide an updated estimate of goal difficulty's effect on performance and examined the moderating effect of feedback, task complexity, and performance types on the relationship. Results indicate that difficult and moderately difficult goals produced a larger effect on performance than easier or do-your-best (DYB) goals, or not setting any goals, yet easy goals did not yield significantly larger effect than no goal and DYB goals. A larger effect size difference between difficult versus easy goals for simpler than complex tasks was found.

Speaker



You Zhou
Graduate Student Researcher | University of Minnesota

The Expansion of Organizational Justice - (Session ID 630)

9:00 AM – 9:50 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 28

Authors: Attaway, A. (2025). The Expansion of Organizational Justice [Poster]. Poster presented at the Society of Industrial Organizational Psychology, Denver, Colorado.

This poster explores organizational justice in remote and hybrid work environments, introducing and validating the constructs of spatial justice (SJ) and temporal justice (TJ). SJ refers to fair access to physical resources, whereas TJ addresses the equitable distribution of time. The research examines the impact of SJ and TJ on turnover intentions, organizational citizenship behaviors, and counterproductive workplace behaviors. Findings support the validity of SJ and TJ, expanding justice frameworks by integrating these constructs into resource conservation theory in modern work contexts.

Speaker



Austin Attaway
University Of California, Riverside

Differential Reward Preferences: An Individual Differences Approach - (Session ID 662)

9:00 AM – 9:50 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 29

Authors: Stone, A. L., Osborn, S. A., & Thapa, S. (2024). Differential Reward Preferences: An Individual Differences Approach [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Workplace rewards are integral to motivation and performance, but not all employees value all rewards equally. Based on trait activation theory, authors examine the relationships between personality and formal reward preferences in 172 undergraduates and 99 working adults from Prolific. Extraversion and openness predicted reward preferences aligned with trait-relevant characteristics. Findings challenge the one-size-fits-all paradigm and advocate for nuanced reward structures that consider individual differences.

Speaker



Allison Stone

Enhancing Work Through Goal Pursuit and Job Crafting: A Value-Based Choice Approach - (Session ID 810)

9:00 AM – 9:50 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 32

Authors: Lor, K. & Converse, P. D. (2025). Enhancing work through goal pursuit and job crafting: A value-based choice approach. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Recent integration efforts have led to a hierarchical model of job crafting, but a framework to explain relevant mechanisms, antecedents, and outcomes is still needed. Authors explored job crafting within a value-based choice model, examining relationships between value inputs, job crafting, goal progress, and work outcomes. Results indicated that value inputs had implications for job crafting direction, approach crafting positively impacted goal progress, and goal progress had positive implications for work outcomes. Findings support a value-based choice approach for understanding job crafting.

Speaker



Kayer Lor
Associate Consultant | Aon

The Potential of AI via Job Crafting: A Qualitative Study - (Session ID 829)

9:00 AM – 9:50 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 2

Authors: Solymosi, F. F., Choi, B., Day, E. A., Ye, H. J., Jensen, M. L., Hollen, T. V. (2025). The Potential of AI via Job Crafting [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States

Authors analyzed open-ended responses from 375 Prolific workers in retail, finance, and insurance to explore how AI is leveraged to personalize and enhance work. The results show AI technologies contribute to task, relational, and time-spatial crafting, enabling workers to alter their work to match their skills, abilities, and preferences. This led to increased efficiency, quality of work, well-being, and financial success for individuals and organizations. Practical and theoretical implications of leveraging AI for job crafting in the rapidly evolving landscape of 21st century work are discussed.

Speaker



Brandon Choi
University of Oklahoma

Teaching With Purpose: The Role of Calling in Reducing the Effects of Teacher Burnout - (Session ID 957)

9:00 AM – 9:50 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 33

Authors: Davis, A. H., Sim, J. J., & Notari, C. (2024). Teaching with purpose: The role of calling in reducing the effects of teacher burnout [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors examined the role of calling orientation on the relationship between burnout and counterproductive work behaviors (CWB) and organizational citizenship behaviors (OCB) in K–12 teachers. A significant interaction between calling and the personal accomplishment dimension of burnout was found. At low levels of calling, teachers with reduced self-efficacy engaged in more CWBs; however, this effect was eliminated at high levels of calling. Additionally, calling was positively associated with OCBs, even after controlling for the emotional exhaustion and depersonalization dimensions of burnout.

Speakers



Alexsis Davis
Consulting Assistant | IO Solutions



Jessica Sim
Program Director, M.A. in I/O Psychology | Elmhurst University

Applicant Reactions to AI Video Interviews: Role of Interview Self-Efficacy - (Session ID 1035)

9:00 AM – 9:50 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 3

Authors: Watson, J. A., & Horvath, M. (2024). Applicant reactions to AI video interviews: Role of interview self-efficacy [Poster presentation]. Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Denver, CO.

This study examined applicants' perceptions of AI interviews and the potential moderator of interview self-efficacy (I-SE) on preferences for AI versus traditional interviews. Students rated procedural justice and I-SE based on vignettes. Interviews were rated as fairer when job offers were made, supporting self-serving bias research. Participants found AI interviews less fair than traditional ones, but hypotheses regarding I-SE's effect on interview preferences were not supported.

Speaker



Jacob Watson
Cleveland State

Assessing the Construct Validity of Overall Justice Using Meta-Analysis - (Session ID 1049)

9:00 AM – 9:50 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 36

Authors: Drabish, A. C., & LaHuis, D. L. (2024). Assessing the Construct Validity of Overall Justice Using Meta-Analysis. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

No meta-analysis has focused on overall justice, a global perception of fairness in organizations. Therefore, authors conducted a meta-analysis on 183 independent samples that use Ambrose and Schminke's (2009) perceived overall justice scale. It converges with perceived justice rule adherence in the environment ($p = .56$) and social exchange quality ($p = .59$). Overall justice also predicts indicators of job performance, attitudes, and affect. Findings support the validity of overall justice as an organizational justice construct.

Speaker



Alec Drabish
Research Psychologist | NAMRU-D

The Roles of Social Exchange and Affect in Overall Justice Effects: A Meta-SEM Study - (Session ID 1061)

9:00 AM – 9:50 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 35

Authors: Drabish, A. C. & LaHuis, D. L. (2024). The Roles of Social Exchange and Affect in Overall Justice Effects: A Meta-SEM Study. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

To assess the construct validity of overall justice, authors examine the causal role that social exchange and affect play in its effects. Results of meta-analytic structural equation modelling show that social exchange and affect are important drivers of the effects that overall justice has on several broad outcomes, including job performance, contextual performance, and job attitudes. Overall, findings support the construct validity of overall justice and show that social exchange and affect are useful frameworks in which to view its effects.

Speaker



Alec Drabish
Research Psychologist | NAMRU-D

Spatial and Temporal Fairness: Cultivating Belonging and Retention in Workplace - (Session ID 1079)

9:00 AM – 9:50 AM

JOB ATTITUDES/ENGAGEMENT **POSTER SESSIONS**

Poster Board # 4

Authors: Attaway, A. & Davalos, R. (2025). Spatial and Temporal Fairness: Cultivating Belonging and Retention in Workplace. Poster presented at the Society of Industrial Organizational Psychology, Denver, Colorado.

This study examines how fairness in spatial and temporal resources impacts organizational identification (OI), organizational citizenship behaviors (OCB) and turnover intentions (TI). Spatial Justice involves the fair distribution of physical work resources, whereas temporal justice focuses on the equitable allocation of time. These factors influence employees' sense of belonging and alignment with organizational values, boosting OCB and reducing TI. The study also explores how different work arrangements (in-person, remote, or hybrid) moderate the link between justice perceptions and OI.

A Formal, Computational Model of Self-Determination Theory - (Session ID 1261)

9:00 AM – 9:50 AM

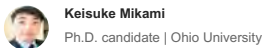
JOB ATTITUDES/ENGAGEMENT **POSTER SESSIONS**

Poster Board # 6

Authors: Mikami, K. & Vancouver, J. B. (2025). A Formal Model of Self-Determination Theory [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Self-determination theory (SDT) describes the motivational role of perceived autonomy on performance. Yet, SDT is theoretically ambiguous and lacks a dynamic perspective. To address these issues, this study proposes a formal, computational model of SDT by adding 2 elements to SDT: (a) a workable explanation for the motivational role of perceived autonomy and (b) a feedback loop from performance to perceived autonomy. Authors developed and tested the computational model. Simulation results supported the logical consistency and valid behavior of the model.

Speaker



Anticipatory Justice Promotes Belief in Delayed Payoffs and Future Orientation - (Session ID 1309)

9:00 AM – 9:50 AM

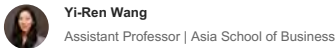
JOB ATTITUDES/ENGAGEMENT **POSTER SESSIONS**

Poster Board # 8

Authors: Wang, Y.- R., Ford, M. T., Fujimoto, Y., & Leong, T. H. Y. (2024). Anticipatory Justice Promotes Belief in Delayed Pay-Offs and Future Orientation [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

To encourage employers to adopt guidelines for decent work, authors proposed that an individual's temporal orientation is affected by their anticipation of justice in the work environment. Tested in 3 studies (i.e., a field experiment, a randomized experiment, and a 3-wave survey study), findings suggest (a) anticipatory organizational justice can provide significant motivational benefits that prolong workers' temporal orientation, beyond the effects of self-control capacity, with the effect (b) mediated by one's belief that their efforts will be fairly compensated in the delayed future.

Speaker



Pay for Individual Performance, Motivation, and Performance - (Session ID 1342)

9:00 AM – 9:50 AM

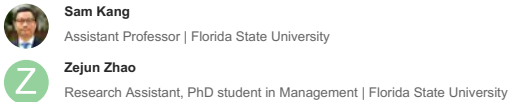
JOB ATTITUDES/ENGAGEMENT **POSTER SESSIONS**

Poster Board # 9

Authors: Kang, S., Zhao, Z. J., Yang, M. (2024). Pay-For-Individual-Performance, Motivation, And Performance [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examine the relationship between pay-for-individual performance (PFIP) and employees' relationship. Using multisource, multiphase, and multilevel data from retail stores, they find that motivation mediates these relationships differently. Extrinsic motivation mediates the PFIP-task performance relationship, whereas intrinsic motivation mediates the PFIP-contextual performance relationship. Performance orientation moderates the PFIP–extrinsic motivation relationship, and job autonomy moderates the PFIP–intrinsic motivation relationship.

Speakers



How Pay Transparency Affects Negotiation Intentions for Women and Men of Color - (Session ID 1414)

9:00 AM – 9:50 AM

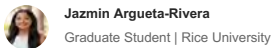
JOB ATTITUDES/ENGAGEMENT **POSTER SESSIONS**

Poster Board # 10

Authors: Argueta-Rivera, J., & King, E. B. (2025) How pay transparency affects negotiation intentions for women and men of color [Poster]. Society for Industrial and Organizational Psychology, Denver, CO, United States.

There is a persistent racial and gender pay gap in the United States. Pay transparency (i.e., the degree to which an organization shares pay information) can expose pay imbalances between workers, make employees aware of injustices, and encourage pay negotiation. This is particularly important because people from marginalized backgrounds (women and people of racial minority groups) tend to negotiate less than White men (Babcock & Laschever, 2003). In this study, evidence is found for the importance of trust perceptions in the negotiation context for women.

Speaker



Go the Distance: A Control Theory Approach to Goal Gradients - (Session ID 1416)

9:00 AM – 9:50 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 11

Authors: Schmerling, E. S. & Vancouver, J. B. (2024). Go the Distance: A Control Theory Approach to Goal Gradients [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Theories of motivation are often limited to static depictions of goal choice events, thus obfuscating a more comprehensive understanding of goal pursuit. Perceptual control theory (PCT) has successfully overcome this limitation via providing a process-based, dynamic understanding of goal pursuit. Despite its success, one challenge for PCT is explaining the goal gradient effect, which is the observed increase in efforts as one nears the goal. This paper demonstrates how a PCT model that considers the opportunity costs of goals may elegantly explain the goal gradient effect.

Speaker



Ethan Schmerling
Ohio University

Herzberg at Work: The Remote Versus In-Person Tale - (Session ID 1422)

9:00 AM – 9:50 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 12

Authors: Wilgus, S. J., & Travis, J. A. (2025). Herzberg at Work: The Remote vs. In-person Tale [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study reexamines job satisfaction through the lens of Herzberg's 2-factor theory by examining how job factors relate differently to lower and higher levels of job satisfaction while exploring how these relationships change based on work location. Utilizing relative weights analysis, results demonstrate that "hygiene" factors such as benefits, pay, or operating conditions hold more weight to lower levels of job satisfaction whereas "motivating" factors such as company goals, interactions with coworkers, and autonomy hold more weight to higher levels of job satisfaction.

Speaker



Dr. Sam J. Wilgus
Manager of People Research & Insights | Salesforce

Am I Committed or Conflicted? Linking Self-Concept Structure and Employee Outcomes - (Session ID 1455)

9:00 AM – 9:50 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 13

Authors: Moon, N. A., Converse, P. D., & Khan, I. (2024). Am I committed or conflicted? Linking self-concept structure and employee outcomes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Substantial research has examined the implications of self-concept content (e.g., self-esteem) for organizational behavior but much less has investigated self-concept structure (e.g., self-concept clarity). This research examined self-concept structure (self-concept clarity and differentiation) as antecedents of key self-regulatory mechanisms (goal commitment and goal conflict) and outcomes (well-being and performance). Results suggested that aspects of self-concept structure may have notable implications for self-regulatory mechanisms, psychological well-being, and performance outcomes.

Speaker



Nick Moon
Assistant Professor | California State University-San Bernardino

Six Shades of Justice: A Nomological Analysis - (Session ID 1466)

9:00 AM – 9:50 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 14

Authors: Attaway, A. & Simmons-McCoy, B. (2025). Six Shades of Justice: A Nomological Analysis. Poster presented at the Society of Industrial Organizational Psychology, Denver, Colorado.

This study examines the distinctiveness of spatial justice (SJ) and temporal justice (TJ) from traditional organizational justice dimensions. Using confirmatory factor analyses (CFA), various models were tested, with the 6-factor model showing the best fit. SJ and TJ were also evaluated against work-family conflict (WFC), work context (WoCo), job satisfaction (JS), and time pressure (TP). Results confirmed SJ and TJ as separate constructs, with in-person work negatively affecting perceptions of SJ, TJ, and JS.

Speaker



Brittany Simmons-McCoy

Curiosity as a Driver of Cognitive Overmatch in Military Teams: An Integrative Review - (Session ID 1514)

9:00 AM – 9:50 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 16

Authors: Lovett, N. C., & Bartlett, II, J. E. (2025). Curiosity as a driver of cognitive overmatch in military teams: An integrative review and conceptual framework [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States

This integrative review synthesizes literature from organizational psychology, human resource development, and military studies to develop a conceptual framework positioning curiosity as a primary driver of cognitive overmatch in military teams. Authors identify psychological safety, transformational leadership, freedom to fail, and team reflexivity as critical enabling factors. The review offers theoretical contributions, practical implications for military organizations, and a future research agenda.

Speaker



Nolan Lovett
Education Research Analyst | NATO Special Operations University/Old Dominion University

A New Solution to Old Problems? An Agent-Based Model of Herzberg's Two-Factor Theory - (Session ID 1516)

9:00 AM – 9:50 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 17

Authors: Yan, R., Wittman, S., Iasiello, C. (2025). A new solution to old problems?: An agent-based model of Herzberg's two-factor theory [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Herzberg's 2-factor theory (TFT) of motivation has long seen mixed results with empirical testing. Authors use agent-based modeling (ABM) to reopen questions around the TFT so its usefulness can be reassessed. They used the HRM-PET as ABM, and applied the TFT to the model. After data analysis, it was found that the TFT when applied in the HRM-PET to a single work unit mirrors the theory: Where the work unit does not meet individual hygiene preferences, dissatisfaction consistently accrues until the agent leaves. Theoretical implications and future directions are discussed.

Speaker



Rebecca Yan
Graduate Research Fellow | CONSORTIUM OF UNIVERSITIES OF THE WASHINGTON METROPOLITAN AREA

(Still) Here for the Right Reasons: Perceptions of Motivation for Overwork - (Session ID 1577)

9:00 AM – 9:50 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 21

Authors: Cole, R.B., Clark, M.A., Robertson, M. M., Hoffman, B. J. (2025). (Still) Here for the Right Reasons: Perceptions of Motivation for Overwork. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States

Authors examined the relationship between perceived coworker motivation and raise recommendations. Findings indicate that perceived intrinsic and identified regulations are significant and positive predictors of raise recommendations and contribute more positive variance compared to introjected and external regulation.

Employee Empowerment Through a Trauma-Informed Care Lens: Is There a Difference? - (Session ID 1705)

9:00 AM – 9:50 AM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 23

Authors: Greer, J. A. (2025, April 3). Employee Empowerment Through a Trauma-Informed Care Lens: Is there a difference? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, Colorado, United States.

This theoretical review investigated if employee empowerment could be viewed through a trauma-informed lens. The trauma-informed care approach consists of 6 core principles, empowerment being one of them. Although similarities were noted between the characteristics of empowering individuals receiving trauma-informed care and the literature covering employee empowerment, new ideas on how to approach empowerment in the workplace are offered. Future research is needed to see if a difference truly exists between the two types of empowerment.

Speaker



Jesse Greer
Assistant Professor | Wayland Baptist University

Mapping Corporate Purpose: Insights From a Systematic Review - (Session ID 499)

9:00 AM – 9:50 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 36

Authors: Skhirtladze, E., Selvam, R. M., Rey, C., & Romeo Delgado, M. (2025). Mapping Corporate Purpose: Practical Insights from a Systematic Literature Review [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

In today's complex business environment, corporate purpose (CP) has emerged as a strategic force, helping organizations align short-term objectives with long-term societal impact. This study presents a systematic review of CP research, analyzing 248 publications from the Scopus and Web of Science, through bibliometric and content analysis. Findings provide an overview of the development of corporate purpose literature and underscore the need for a standardized measurement instrument to advance both research and practical implementation.

Speaker



Ela Skhirtladze
Researcher | University of Barcelona

Navigating Change: How Dynamic Factors Influence Team Effectiveness Over Time - (Session ID 526)

9:00 AM – 10:20 AM | Location: 501/502

GROUPS/TEAMS

Authors: Lee, D.A. (Co-Chair) & Turner, S. R. (Co-Chair) (2024). Navigating Change: How Dynamic Factors Influence Team Effectiveness Over Time [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Mathieu, J., Tennenbaum, S. I., Maynard, M. T., Kennedy, D. M., Levy, J. (2024). Preparing Crews to Handle Long-Duration Space Exploration Missions: An Event System Theory Understanding of Resilience. Bauer, L., Carter, D.R., Lungeanu, A., Pearman, J.J., Carter, N. T., Pendergraft, J. G., Landon, L.B., Shuffler, M. L., DeChurch, L. A., Contractor, N. A. (2024). Collective Attention in Virtual Teams: Mitigating the Negative Impact of Communication Delays on Team Performance. Linhardt, R. M. & Salas, E. (2024). Blurred Visions and Team Tensions: How Dynamic Goals Influence Team Knowledge Integration and Innovation. Emich, K. (2024). Linking Team Role Tendency Systems to Team Performance Trajectories. D'Innocenzo, L., Kukuemberger, M., Lee, D. A., Turner, S. R., Thayer, A., Watson, D. (2024). Recognizing Leadership: The Interactive Effects of Team Turnover, Departing Leader Influence, and Gender Dynamics.

Recently, team change and involvement over time have been focal areas in team research. Considerations of change and time have been shown to affect team processes and effectiveness. However, this research remains nascent. This symposium brings together 5 works that theoretically enrich team research by investigating the dynamic nature of change and how it impacts team effectiveness over time. The papers highlight the environmental-, team-, and individual-level factors that prompt team change, and ways that teams can successfully address the strains of such change.

Speakers



Laura Bauer
Graduate Research Assistant | Michigan State University



Lauren D'Innocenzo
Managing Director, DBA Program | Drexel University's LeBow College of Business





Kyle Emich
Professor of Business Administration | University of Delaware



Diana Lee
Drexel University

Rylee Linhardt
Doctoral Student | Rice University

- 

John Mathieu
University of Connecticut
- 

Sarah Turner
Drexel University

Innovative Approaches to Team Training - (Session ID 391)


9:00 AM – 10:20 AM | Location: 407


INCLUSION/DIVERSITY


Authors: Feitosa, J. (Co-Chair), Fernández Castillo, G. (Co-Chair), & Ferdman, B. (Discussant). Innovative Approaches to Team Training. (2025). [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


2024 was marked by a "pendulum swing" against diversity, equity, and inclusion (DEI; Ellis & Thorbecke, 2024), with adverse effects on the workplace at large (Folmer et al., 2024). Moreover, statistics show that 44% of U.S. employees are "struggling," whereas only 25% believe their organization cares about their well-being (Gallup, 2024). This symposium focuses on 2 aspects of these compounding issues: how to accurately measure employee well-being and inclusivity and how to incorporate belonging and resilience principles into team training. Authors integrate current research efforts to better understand the complexities of measuring well-being and inclusivity while also focusing on practical implementations.


Speakers

- 

Nohelia Argote Veliz
Claremont Graduate University
- 

Jenn Feitosa
Associate Professor of Psychological Science | Claremont McKenna College
- 

Bernardo Ferdman
Founder & Principal | Ferdman Consulting
- 

Gabriela Fernandez Castillo
Ph.D. Student in Industrial-Organizational Psychology | Rice University
- 

Megan Korsak
Graduate Teaching Assistant | University of Texas at Arlington

Novel Research Directions on Authentic Expression at Work for LGBTQ+ Employees - (Session ID 817)


9:00 AM – 10:20 AM | Location: 405/406


INCLUSION/DIVERSITY CONFERENCE AWARD WINNER


Authors: Rodriguez, W.A. (Chair) and Salter, N.P. (2025). Novel Research Directions on Authentic Expression at Work for LGBTQ+ Employees [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Salvas, A., Bisbey, T., Schirle, G., & Sawyer, K. (2025). Where can I be me? The role of social support in authentic identity expression for TNB employees. Rodriguez, W.A., Zhou, Z. E., & Beltran, G. (2025). LGBTQ+ employees' disclosure and selective incivility experiences. West, D., Gardner, D. M., & Prasad, J. J. (2025). Similarity in work & life disclosure levels predicting LGBTQ+ employee wellness. Watson, G. P., Cruz, M., Webster, J. R., Pervez, A., Thoroughgood, C.N. (2025). The power of hope: How witnessing oppositional courage from cisgender allies inspires trans and nonbinary employees to support social justice efforts.


Research suggests that work authenticity has favorable outcomes for employees and organizations. However, authentic expression for LGBTQ+ employees is a complicated phenomenon. Therefore, this symposium aims to examine the nuances of the relationships between authenticity and outcomes for LGBTQ+ employees to understand their unique work experiences better. Doing so will help us understand how to support this group and create more inclusive workplaces.

Speakers

- 

Wiston Rodriguez
- 

Abbey Salvas
Senior Research Analyst | Idealis Advisory
- 

Paige Watson
- 

Danielle West
Graduate Student | Colorado State University

Cherishing the Diversity of Work Rumination Research and Moving Forward - (Session ID 1531)


9:00 AM – 10:20 AM | Location: 505


OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING


Authors: Li, Y. (Co-Chair) & Duong, N. S. (Co-Chair) (2025). Cherishing the Diversity of Work Rumination Research and Moving Forward [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Li, Y., Wiese, C. W., & Kee, S. (2025). Daily Work Ruminations as Mediators Between Job Demand Appraisals and Basic Psychological Needs Fulfillment. Burch, K. A. (2025). Daily Work Rumination and Fatigue: Exploring the Mechanisms that link Experienced Workplace Incivility with at-home Negative Emotions. Discont, S. & Bauer, K. L. (2025). Exploring the longitudinal relationships between workplace incivility, rumination, and burnout. Duong, N. S., Wildman, J. L., LeNoble, C. A., & Steelman, L. A. (2025). Let the bygones be bygones: Development of conflict residue phenomenon. Headrick, L., Silva, N. D., & Virick, M. (2025). Spillover and Crossover Effects of Job Loss: How Negative Appraisals and Rumination Impact Health in Couples.


This symposium provides an overview of the current diversified field of work rumination research by presenting empirical studies encompassing a wide variety of rumination contexts (e.g., daily at/off-work ruminations, postconflict ruminations, layoff ruminations) and typologies (e.g., affective rumination, intrusive negative rumination, problem-solving pondering) using different methodologies (i.e., qualitative analysis, multilevel modeling, experience sampling methodology). By discussing a series of distinct yet interconnected topics of empirical studies, authors sought to help illuminate nuances for future research directions.


Speakers

- 

Katrina Burch
Associate Professor | Western Kentucky University
- 

Steve Discont
Senior Consultant | APTMetrics
- 

Ngoc Duong
Psychometrics and Data Analysis Consultant | Talogy
- 

Lucille Headrick
- 

Yuhua Li
Georgia Tech

Open Science Unleashed: Fostering Transparency and Collaboration I-O Psychology - (Session ID 651)

9:00 AM – 10:20 AM | Location: 403/404

MEASUREMENT/STATISTICAL TECHNIQUES


Authors: Castille, C.M. (Chair), & Obenauer, W. (Co-Chair) (2025, April). Open Science Unleashed: Fostering Transparency and Collaboration in Research and Practice [Symposium]. Society for Industrial and Organizational Psychology, Annual Conference,


Denver, CO.


The open science movement is transforming research practices across disciplines. This symposium features 3 papers exploring its impact: a field survey on scholars' and practitioners' views of open science advantages and disadvantages, an examination of its role in fostering academic-industry collaborations, and a discussion on integrating open science training


into doctoral education to shape future researchers

Speakers

- 

Christopher Castille
Associate Professor of Management | Nicholls State University
- 

Lillian Eby
Distinguished Research Professor | University of Georgia
- 

Rick Guzzo
Researcher | Workforce Sciences Institute
- 

William Obenauer
Assistant Professor Of Management | University of Maine

Unseen Journeys: Uncovering Women's Infertility Experiences at Work - (Session ID 505)


9:00 AM – 10:20 AM | Location: 401/402

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Grotto, A. R. (Chair) & Ladge, J. J. (Discussant). (2025). Unseen journeys: Uncovering women's infertility experiences at work. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Jones, K. P., Gabriel, A. S., Arena Jr., D. F., Chen, J., & Dutli A. (2025). The intersection of infertility and work: A review and research agenda to support aspiring parents. Wessel, J. L., Shen, W., & McGuire, K. (2025). A typology of how women navigate workplace disclosures involving fertility challenges. Shockley, K. M., Gabriel, A. S., Sawyer, K. B., Dutli, A., Dodd, H., Buchanan, B. (2025). Understanding sources of support and strain for women navigating infertility. Grotto, A. R., Winslow, C., & Livne-Tarandach, R. (2025). How supervisor compassion for employee IVF treatment influences perceptions of supervisor leadership.


Fertility is a deeply private matter that becomes less personal for working women undergoing IVF treatment, as they need workplace resources to reduce their distress and to manage their treatment and work demands, making this a critical yet overlooked issue for organizations. This symposium addresses the intersection of infertility and work. Authors introduce academics and practitioners to the issue of infertility in the workplace, illuminate current research on women's experiences with infertility at work, and discuss future research to continue growing scholarship in this area.


Speakers

- 

Angela Grotto
Associate Professor of Human Resource Analytics | Montclair State University
- 

Kristen Jones
Robert Wang Chair of Excellence in Management | Fogelman College of Business & Economics, University of Memphis
- 

Jamie Ladge
Professor | Boston College
- 

Kristen Shockley
Associate Professor | Auburn University
- 

Jennifer Wessel
Associate Professor | University of Maryland, College Park

How and When Does Calling Relate to Team Member Proactivity? (Session ID 1706)

9:00 AM – 9:50 AM | Location: Mile High Ballroom


JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 24

Leduc, J. G. & Vandenberghe, C. (2025). How and When Does Calling Relate to Team Member Proactivity? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study proposes that calling indirectly promotes team member proactivity through the mediating influence of psychological empowerment and that felt responsibility for change acts as a boundary condition. Based on a three-wave study, we found that Time 1 calling positively related to Time 3 supervisor-rated proactivity through Time 2 psychological empowerment. Moreover, the indirect effect of calling on proactivity was stronger when felt responsibility for change was low. Results have implications for our understanding of how and when calling relates to team member proactivity.

Speaker

- 

Joé G Leduc
Ph.D. Student, Organizational Behavior | Concordia University

Conference Career Center Open House

9:00 AM – 11:00 AM | Location: Hyatt Regency - Capitol Ballroom


Invited: EB - U.S. Federal Government Policy Updates: Interpreting Change and Expected Impact for SIOP Members (Session ID 1708)


9:00 AM – 10:20 AM | Location: 708/710/712


Authors: Saboe, K. (Chair), Goodman-Cheng, J., Reed, A., Fink, A., Landers, R., Shepherd, W., & Tannenbaum, S. (2025). U.S. Federal Government Policy Updates: Interpreting Change and Expected Impact for SIOP Members [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


Join SIOP leadership and SIOP's government relations firm Lewis-Burke Associates for updates on U.S. Federal policy current events and their implications. SIOP members will have the opportunity to ask questions of Lewis-Burke and SIOP leadership to better understand executive orders, policy changes, and anticipated implications.


Speakers

- 

Kristin Saboe
Head of Employee Voice | Google
- 

Jack Goodman-Cheng
Principal | Lewis-Burke Associates LLC
- 

William Shepherd
Executive Integrated Talent Leader, Commercial Engines & Services | GE Aerospace
- 

Allison Reed
Associate | Lewis-Burke Associates
- 

Richard Landers
John P. Campbell Distinguished Professor of Industrial and Organizational Psychology | University of Minnesota



Scott Tannenbaum
President | The Group for Organizational Effectiveness, Inc

Partner Showcase: SHL - Implementing Skills-Based Talent Practices: Lessons from the Journey

9:00 AM – 10:20 AM | Location: 301

SPONSORED

There are a number of potential gains associated with the adoption of a skills-based talent strategy including engagement, retention, and performance. As organizations consider how to get started on a skills journey to optimize their talent, they soon discover that the scope and required effort can be quite “immobilizing”. How do you identify and define required skills across the enterprise? How do you measure these skills at scale without sacrificing accuracy? Learn how organizations are successfully navigating some of the early decisions and challenges on their skills journey.

Speakers



Marlene Dunne
Expert Advisor | SHL



Beth Shipman
Culture & Talent Insights | Corning Incorporated



Victoria Stage
Manager, Assessments & Coaching | Chevron



Julia Walsh
Global Talent Assessments | General Mills

Registration Networking

10:00 AM – 2:00 PM | Location: 602

REGISTRATION EVENTS & RECEPTIONS

Pick up your badge, connect with fellow attendees, and ease into the conference with casual conversations in a relaxed, welcoming atmosphere. This informal gathering is the perfect way to break the ice and start the event on a social note!

From Initiative to Impact: Catalyzing Action for Women’s Leadership Advancement - (Session ID 932)

10:30 AM – 11:20 AM | Location: 407

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: Zalewski, J. M. (Chair), Scymcyk, J. M. (Presenter), Shen, W. (Presenter). (2025). Research incubator: From initiative to impact: Catalyzing action for women’s leadership advancement. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, Co, United States.

This science and practitioner-focused incubator will include research briefs that leverage qualitative and quantitative data to examine barriers to women’s leadership advancement and discuss initiatives to aid in overcoming such barriers. Themes include feedback content and frequency, decision making amid developmental opportunities, and perceived barriers to leadership and gender-related attitudes. Presentations will be followed by break-out groups, concluding with participants sharing their insights with the larger group.

Speakers



Jackie Scymcyk
Associate | Spencer Stuart



Winny Shen
York University



Jessica Zalewski
Senior Analyst of Talent Management | DICK’S Sporting Goods

Invited: COI - Test-Taker Agency - (Session ID 1678)

10:30 AM – 11:20 AM | Location: 702/704/706

INCLUSION/DIVERSITY

Authors: Smith, K. M., Gallegos, E., Syed, J., & Martin-Raugh, M. P. (2025, April 2-5). Test-taker agency in technology-enabled assessments [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

As the labor force diversifies in identities and abilities, exploring test-taker agency and customization in tech-enabled assessments has the potential to allow test takers showcase their strengths and abilities better. This session will examine how flexible assessments align with test takers’ unique needs, potentially leading to improved outcomes and fairness. Also addressed are challenges for future research and practice, such as customization costs, adapting preexisting measures, and ensuring validity and reliability for scientifically sound, equitable, and robust assessments.

Speakers



Emily Gallegos
University of Texas at Arlington



Michelle Martin-Raugh
Assistant Professor | The University of Texas at Arlington



Katrisha Smith
Doctoral Researcher | The University of Texas at Arlington



Juveria Syed
The University of Texas at Arlington

Invited: Address by Distinguished Scientific Contributions Award Winner Dr. R. Cropanzano - (Session ID 1667)

10:30 AM – 11:20 AM | Location: 701

JOB ATTITUDES/ENGAGEMENT

Authors: Cropanzano, R. (2025). Invited: Address by Distinguished Scientific Contributions Award Winner Dr. R. Cropanzano [Alternative Presentation]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This Award Winner Address session features the winner of the 2024 SIOP Distinguished Scientific Contributions Award, Dr. Russell Cropanzano. The audience will have an opportunity for questions and discussion.

Speaker



Russell Cropanzano
Professor of Organizational Behavior | University of Colorado

Personality Development in the Workplace: An Interactive Science–Practice Discussion - (Session ID 797)

10:30 AM – 11:20 AM | Location: 304

PERSONALITY

Authors: Brummel, B. J. (Panelist), Connelly, B. S. (Panelist), Frear, K. A. (Co-organizer), Harms, P. D. (Panelist), Paustian-Underdahl, S. C. (Panelist), White, E. C. (Co-organizer), & Wille, B. (Panelist). (2025). Personality development in the workplace: An Interactive Science-Practice Discussion [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Five expert researcher and scientist–practitioner panelists will discuss personality development in the workplace under the guidance of 2 cofacilitators. This fishbowl format will provide an atmosphere of openness among the panelists and the audience. The discussion will challenge the entrenched belief of personality stability, while providing perspectives on the vast implications that personality development could have on organizations and employees.

Speakers



Bradley Brummel

Professor of Psychology | University of Houston



Brian S. Connelly

Associate Professor | University of Toronto



Peter Harms

Professor of Management | The University of Alabama



Samantha Paustian-Underdahl

Professor and Co-founder | Florida State University | Joynlty



Elana White

University of North Carolina, Charlotte



Bart Wille

Associate Professor | Ghent University

Stories From the Front Line: Building the Case for Launching New I-O Initiatives - (Session ID 1504)

10:30 AM – 11:20 AM | Location: 708/710/712

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Dziuba-Liu, S.-N. C. (Co-Chair), Kovacevic, E. (Co-Chair), Liu, S.-Y. S. (Co-Chair), Dave, P. (Panelist), Dray, K. K. (Panelist), Gaskins, V. A. (Panelist), & Samia, R. (Panelist). Stories from the front line: Building the case for launching new I-O initiatives [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

As the number of industrial-organizational (I-O) psychology practitioners increases, many in the workforce, including HR professionals, remain unfamiliar with what I-O practitioners do. How can practitioners represent the field of I-O psychology, using scientifically sound methodology, while delivering actionable results with limited time and resources? This alternative session combines a standard panel discussion with a roundtable session featuring 5 I-O practitioners who discuss the opportunities, challenges, and lessons that arise when implementing new I-O initiatives at organizations.

Speakers



Priyanka Dave

Western Michigan University



Kelly Dray

Director, People Research | Lennar



Vanessa Gaskins, Ph.D. (she/her)

Texas A&M University



Emilija Kovačević

Global Program Manager - Learning, Training, & Instructional Design | Spellman High Voltage Electronics Corporation



Cindy Dziuba-Liu

Global Manager of People Development & Coaching | Spellman High Voltage



Sin-Yu Liu

Global Program Manager of Professional Development & Coaching | Spellman High Voltage Electronics Corporation



Ryan Samia

Sr. Manager, Talent and Leadership Development (Store Support Center) | Tractor Supply Co

Engage, Influence, Succeed: Presenting to Non-I-Os - (Session ID 995)

10:30 AM – 11:20 AM | Location: 607

TEACHING I-O PSYCHOLOGY/STUDENT AFFILIATE ISSUES/PROFESSIONAL DEVELOPMENT

Authors: Moustakis, K., Zager, J., & Rios, I. (2025). Engage, Influence, Succeed: Presenting to non-I-Os [Alternative Session]. Society of Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Though highly skilled, I-O psychologists often struggle to influence decision makers. This session equips participants with tools to convey complex ideas persuasively, boosting the visibility of the I-O field. It starts by introducing Monroe's motivated sequence (MMS), a widely used framework since the 1930s for persuasive speech writing and communications. Then participants will use the framework to create a 1-minute speech on the I-O concept of their choice. Next, each participant will compete in groups to vote on the best speech. Last, finalists will compete for the whole audience.

Speakers



Krystina Moustakis

Learning Experience Designer | KrystinaM.com



Ian Rios

Vice President - Org Design, Change Management, Team Dynamics, Culture | JPMorgan Chase



John Zager

Head of People Analytics | Wonder

Are Large Language Models Ready to Be Used in Hiring and Selection? - (Session ID 874)

10:30 AM – 11:20 AM | Location: 501/502

TESTING/ASSESSMENT

Authors: Noble, S. M. (Moderator), Landers, R. N. (Presenter), Koenig, N. (Presenter), Valentine, S. (Presenter), & DeKoekkoek, P. (Presenter) (2025). Are large language models ready to be used in hiring and selection? [Debate]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Large language models (LLMs) have emerged as a transformative tool for talent acquisition. However, their use raises notable ethical and practical questions about using LLMs in selection. The debaters will debate the novel and unique applications of LLMs for assessment, the potential for LLMs to be fundamentally fair or unfair, and the implications LLMs present for the future of work. The goal of this session is to foster a balanced understanding of the opportunities and limitations of LLMs in hiring, and to identify practical solutions for using LLMs ethically in the workforce.

Speakers



Nick Koenig

Director, Global Selection and Assessment | Walmart



Richard Landers

John P. Campbell Distinguished Professor of Industrial and Organizational Psychology | University of Minnesota



Sean Noble

Manager, Data Science | Harver

Employee Resilience in Selection, Training, and Organizational Development Programs - (Session ID 1557)

10:30 AM – 11:20 AM | Location: 605

JOB ATTITUDES/ENGAGEMENT

Authors: Carr, A. (co-chair), Bachmann, A. (co-chair), du Preez, M., Gardner, A., Harrison, C., Swanevelde, C., Garza, M. (2025). Employee Resilience in Selection, Training, and Organizational Development Programs [IGNITE]. 40th Annual Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This IGNITE session explores the growing focus on employee resilience in organizations. Resilience, or the ability to adapt and recover from adversity, is linked to improved job performance and reduced burnout. Authors will discuss how organizations assess resilience during selection, as well as the need for standardized indices to track it, inform new initiatives, and demonstrate ROI. The session also covers embedding resilience into organizational culture and using psychometric tools to enhance employee decision making, adaptability, and emotional intelligence to build a resilient workforce.

Speakers



Alison Carr

Talent Development Specialist | Akron Children's Hospital



Magda Du Preez

Owner | ITD Assessments



Dr. Aimee K. Gardner

Associate Dean for Faculty Development | University of Colorado School of Medicine



Charmane Harrison

Director Talent Development | Akron Children's Hospital



Charmaine Swanevelde

Strategic Account Director | Right Management



Allison Bachmann

Talent Development Specialist | Akron Children's Hospital



Maya Garza

VP, Talent and Leadership Consulting | TSP, a Syneos Health Company

Pragmatic Programming 2.0: Reproducible and Reusable Code for Machine Learning - (Session ID 1526)

10:30 AM – 11:20 AM | Location: 507

MEASUREMENT/STATISTICAL TECHNIQUES

Authors: Andrews, J. S. & Travis, J. A. (2025). Pragmatic Programming 2.0: Tutorial on Reproducible, Readable, and Re-Usable Code for ML. [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This interactive session builds participant knowledge for creating reproducible code/syntax when running analytics and machine learning pipelines for research or practice. The session will focus on habits, standards, and best practices around machine learning code. Three real-world applications are provided using an open-source Likert response survey, time-series datasets, and census data. This tutorial will demonstrate methodology for creating reproducible machine learning pipelines that can be used by scientists and practitioners alike, with the production of code publicly available.

Speakers



Joshua S. Andrews

Associate Director - AI Science | Verizon



Justin Travis

Associate Professor of Psychology | University of South Carolina Upstate

Leveraging Geolocation Data to Analyze and Optimize Distributed Workforce Strategies - (Session ID 843)

10:30 AM – 11:20 AM | Location: 506

MEASUREMENT/STATISTICAL TECHNIQUES

Authors: Thomas, S. T., Somaraju, A.V., & DeYoung, M. L. (2025). Leveraging Geolocation Data to Analyze and Optimize Distributed Workforce Strategies [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This master tutorial will demonstrate how geolocation data provides insights into employee distribution, collaboration patterns, and workspace optimization. With companies working to maintain remote and hybrid work models, organizations must adapt to new ways of managing and supporting employees. Attendees will learn the methodology for collecting and analyzing geolocation data, explore ethical and privacy considerations, and examine case studies showcasing the practical application of these insights in designing sustainable remote work strategies.

Speakers



Ajay Somaraju

Lead Consultant, People Analytics | Allstate



Sidney Thomas

Sr. Consultant, People Analytics | Allstate

Stretching or Impostering: Leveraging and Expanding Job Roles From I-O KSAOs - (Session ID 736)

10:30 AM – 11:20 AM | Location: 601

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: Lasson, E. D., Shahani-Denning, C. [co-Chairs] (2025). Stretching of Impostering: Leveraging and Expanding Job Roles from I-O KSAO's [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The session will explore roles and activities that are informed by I-O competencies, yet might be typically seen as "unconventional" for someone coming from a traditional I-O background. This panel discussion would allow those activities to be described as well as the context that took them on the journey. Such professional activities include workplace crisis intervention, being a university provost or president, risk analyst, and AI engineer. The session should allow for attendees to expand their universe of potential professional opportunities beyond those envisioned in graduate school.

Speakers



Elliot Lasson

Professor of the Practice and Graduate Program Director, I-O Psychology Program | University of Maryland, Baltimore County



Curtis Rasmussen

Owner/Lead Researcher | Human-Cyber Performance Tech, LLC



Rachel Rotch

Senior Analyst, Education Research | Auburn University



Comila Shahani-Denning

Senior Vice Provost | Hofstra University

Localizing Psychometric Tests in 2025—New Technologies, New Use Cases, New Challenges - (Session ID 1174)

10:30 AM – 11:20 AM | Location: 503/504

GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES

Authors: De Klerk – van Someren, G., Clark, A., Murray, A. & Dept S. (2025). Localizing Psychometric Tests In 2025—New Technologies, New Use Cases, New Challenges [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

In an assessment designed to measure traits or skills, the candidate's level of language proficiency should not interfere with that measurement, unless it is part of the construct. In a monolingual test setting, this may involve removing social markers and stereotyped language or using inclusive language. In a multilingual test setting, more specific challenges need to be addressed. This international panel will discuss how to navigate these challenges and the approaches + technologies they have implemented to ensure comparability and validity of psychometric tests across languages and cultures.

Speakers



Alanah Clark

Senior Psychologist Product Manager | Criteria Corp



Gerianne de Klerk - van Someren

Founder & Science Director | OccPsyence Ltd.



Steve Dept

founding partner | cApStAn



Karim Badr

Senior Research Scientist | SHL

Inclusive Leadership in Action: Innovation and Insights for the Modern Workplace - (Session ID 901)

10:30 AM – 11:20 AM | Location: 403/404

INCLUSION/DIVERSITY

Authors: Mikalouski, L. (Co-Chair), Shyamsunder, A. (Co-chair), Castro, M., Howard, A., Romain, R., Sendra, C., & Van Bommel, T. (2025). Inclusive leadership in action: Innovation and insights for the modern workplace. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

In the backdrop of today's dynamic work environment, this panel session aims to explore how inclusive leadership is applied in practice. Bringing together experts in implementing and researching inclusive leadership, the session will delve into the strategies, challenges, and best practices for fostering inclusive leadership in organizations, with a focus on innovative techniques and the emerging role of technology. Panelists will discuss the current state of inclusive leadership alongside their vision for the future of the field and the research–practice collaboration in this domain

Speakers



Mekayla Castro

Head of Curriculum | Praxis Labs



Angela Howard

Founder and CEO | Call for Culture



Laurel Mikalouski

Talent Research Specialist | Accenture



Reggie Romain

Talent Research Associate Manager | Accenture



Caitlynn Sendra

Product Innovation Scientist | SAP SuccessFactors



Tara Van Bommel

Head of Research | Catalyst

Decolonizing Research: Indigenous Methodologies in I-O Psychology - (Session ID 1654)

10:30 AM – 11:20 AM | Location: 405/406

INCLUSION/DIVERSITY

Authors: Grier, M., Brozny, A., Carter-Rogers, K., Price, S., James, K., & Murry, A., (2025). Decolonizing research: Indigenous methodologies in Industrial-Organizational psychology [panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Emphasizing respect, reciprocity, and relational accountability, Indigenous research methodologies offer a path for responsible collaboration with Indigenous people and communities. I-O psychologists can engage with Indigenous research methodologies to rigorously, pragmatically, and ethically respond to a range of community-directed issues. This panel explores Indigenous research methodologies and transformational research practices in I-O. Panelists will share their experiences with Indigenous research methodologies and discuss the value of Indigenous insights in organizational scholarship.

Speakers



Alicia Brozny

UCalgary



Katelynn Carter-Rogers

Assistant Professor/PhD Candidate | Saint Mary's University & St. Francis Xavier University



Melanie Grier

Indigenous Research Advisor | University of Calgary



Adam Murry

Associate Professor of Indigenous Psychology | University of Calgary

Reinventing the “Academy Company”: The Paradox of Leadership Development Today - (Session ID 644)

10:30 AM – 11:20 AM | Location: 401/402






LEADERSHIP

Authors: Gorbатов, S. (Chair), Fuller, J., Kaiser, R., Lane, A., Richmond, T., & Tuller, M. (2024). Reinventing the “Academy Company”: The Paradox of Leadership Development Today [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, USA.

Academy companies were known for developing strong leaders through early talent identification, diverse experiences and formal programs. However, leadership development is now more challenging. Companies must maintain effective practices like hiring well, empowering employees, and holding leaders accountable for development. Yet, they also need to redefine talent to meet inclusion goals, update leadership content for modern skills, and balance tough environments with inclusion and well-being. This session brings

together top HR executives and thought leaders to discuss these evolving challenges.

Speakers

- **Sergey Gorbatov**
Adjunct Professor | IE Business School
- **Robert Kaiser**
- **Angela Lane**
Adjunct Professor | IE University
- **Tim Richmond**
Executive Vice President, Chief Human Resources Officer | AbbVie
- **Michael Tuller**
Senior Vice President, Global Talent Management | PepsiCo

Wellness Interventions: Making Sense of Mixed Results - (Session ID 177)





10:30 AM – 11:20 AM | Location: 203

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Silva, K., Bennett, J., Grabarek, P., Horan, Kristin, & Mazzola, J. (2025). Wellness interventions: Making sense of mixed results. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Countless workers are overfired and overwhelmed as they struggle to do more with less. Although employers have invested heavily in wellness initiatives, substantial improvements in well-being remain elusive. This raises a key question: Are wellness programs effective? This panel will explore the mixed evidence surrounding these initiatives, examining key design features and recurring themes that explain why some succeed. Panelists will also identify gaps in research, share insights, and propose best practices for future wellness programs.

Speakers

- **Dr. Patricia E. Grabarek**
Co-Founder | Workr Beeing
- **Kristin Horan**
Assistant Professor of Psychological Science | Kennesaw State University
- **Joseph Mazzola**
Associate Professor and MA I/O Director | Meredith College
- **Kimberly Silva**
Senior Research and Development Analyst | Talogy

Invited: CULT-ure: The Similarities Between Cults and Organizations - (Session ID 1685)





10:30 AM – 11:20 AM | Location: 703

JOB ATTITUDES/ENGAGEMENT

Authors: (2025) Invited: CULT-ure: The Similarities between Cults and Organizations [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Organizational culture is often celebrated as the glue that binds employees together, fostering commitment, loyalty, and shared values. But what happens when the lines between culture and cult-like behavior blur? Using a fictitious case study approach, authors examine relevant examples of organizational culture veering into cult-like territory, questioning how such environments can impact employee well-being. This panel will explore how charismatic leaders, and subsequently followers, may contribute to a culture that rewards loyalty and obedience while inadvertently punishing dissent. Through rituals, ceremonies, and the reinforcement of company values, employees may unwittingly surrender their autonomy in exchange for a sense of purpose and belonging. This session will provide insights into how organizations can shape, and sometimes exploit, the human need for belonging and purpose, challenging attendees to critically assess the cultures within their organizations.

Speakers

- **Adam Smith**
Instructor | Harvard University
- **Nikita Mikhailov**
Co Founder | Goodness of Psychology
- **Dominic Fedele**
PhD Candidate - Industrial/Organizational Psychology | Florida Institute of Technology
- **Nicole Voss**
Employee Listening & Insights | VF Corporation

Innovative Teaching Techniques for Industrial-Organizational Graduate Programs - (Session ID 513)






10:30 AM – 11:20 AM | Location: 201

TEACHING I-O PSYCHOLOGY/STUDENT AFFILIATE ISSUES/PROFESSIONAL DEVELOPMENT

Authors: McChesney, J. E. (Co-Chair), Campana, K. (Co-Chair), (2025), Glazer, S., Lassiter, A., Sanders, A. M. F., & Toaddy, S. (2025). Innovative Teaching Techniques for Industrial-Organizational Graduate Programs [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This 50-minute panel session will explore cutting-edge teaching techniques and tools to engage and instill critical thinking skills in I-O psychology graduate students. Topics include flipped classrooms, project-based grading, badges, online instruction, and creative assignments. Panelists will share their experiences and best practices, providing attendees with actionable strategies to implement these pedagogies in their own classrooms.

Speakers

- **Kristie Campana**
Associate Professor | Minnesota State University, Mankato
- **Sharon Glazer**
The University of Baltimore
- **Andi Lassiter**
Professor | Minnesota State Univeristy, Mankato
- **Jenna McChesney**
Assistant Professor | Meredith College
- **Steven Toaddy**

AI and I-O Psychology: Current Questions on the Science and Practice of Selection - (Session ID 265)


10:30 AM – 11:20 AM | Location: 505


TECHNOLOGY


Authors: Chakra, M., Bonaccio, S., Bahmani, M., Campion, E.D., Labrador, J.R., Lukacik, E.R., Steel, P., & Wu, J. (2025). AI and IO Psychology: Current Questions on the Science and Practice for Selection. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States


Artificial intelligence (AI), and its integration in human resource (HR) systems, is rapidly evolving. Building on research and practice that has examined the use of AI tools in HR systems, and selection in particular, this panel will discuss new and emerging issues. Panelists will address ethical considerations, practical application of AI (e.g., deception detection), and the impact of AI-enabled tools on diversity and inclusion. This panel will also address whether there is a need to include AI knowledge into the curricula of future of doctoral programs in I-O psychology and related fields.


Speakers


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Mehran Bahmani
York University/Harvard University
- 


Silvia Bonaccio
University of Ottawa
- 

Emily Campion
Assistant Professor of Management & Entrepreneurship | University of Iowa
- 

Manal Chakra
PhD Candidate | University of Ottawa
- 

Jeffrey Labrador
Director of Talent Solutions | Humancore
- 

Eden-Ray Lukacik
Saint Mary's University
- 

Piers Steel
University of Calgary
- 

Jane Wu
Executive Consultant | IBM

Poster Sessions: Inclusion/Diversity, Judgment/Decision Making, and Measurement/Statistical Techniques

10:30 AM – 11:20 AM | Location: Mile High Ballroom

- INCLUSION/DIVERSITY
- JUDGMENT/DECISION MAKING
- MEASUREMENT/STATISTICAL TECHNIQUES
- POSTER SESSIONS

Stress and the Interaction Between Work Setting and Race/Ethnicity - (Session ID 148)

10:30 AM – 11:20 AM


- INCLUSION/DIVERSITY
- POSTER SESSIONS


Poster Board # 20

Authors: Jang, H., Nguyen, T. , & Stenmark, C. K. (2025). Stress and the Interaction Between Work Setting and Race/Ethnicity [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examined the interaction between work setting (onsite, remote, or hybrid) and race/ethnicity (White or People of Color; POC) on occupational stress. A significant main effect of work setting on stress and a significant interaction between work setting and race/ethnicity were found. In particular, remote POC experienced the highest stress on multiple dimensions. Findings suggest that organizational DEI efforts should explicitly consider remote workers, to ensure remote employees of color have access to the information, resources, and support they need to do their job effectively.

Speakers

- 

Heewon Jang
Ph.D Student | George Mason University
- 

Cheryl Stenmark
Psychology Professor | Angelo State University

Intersecting Harms: Understanding Connections Between Bullying and Sexual Harassment - (Session ID 595)

10:30 AM – 11:20 AM

- INCLUSION/DIVERSITY
- POSTER SESSIONS

Poster Board # 26

Authors: Boucher, E. R., Yager, G. & Goodale, A. (2025) Intersecting harms: Understanding connections between bullying and sexual harassment [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, Co, United States.

Authors discuss the relationship between middle school bullying and later sexual harassment in the workplace. They suggest that by treating middle school and high school sexual harassment bullying behaviors as sexual harassment instead of traditional bullying, a later reduction in sexual harassment in the workplace would be seen.

Fostering Employability for Persons With Disabilities: A Framework for Upskilling - (Session ID 709)

10:30 AM – 11:20 AM


- INCLUSION/DIVERSITY
- POSTER SESSIONS

Poster Board # 29

Authors: Yu, K. Y. T., Munusamy, V., Darshan, D., Zixuan, L., Natasha, T. & Cheryl, O. (2025). Fostering Employability for Persons with Disabilities: A Framework for Upskilling PwDs. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The integration of persons with disabilities (PwDs) into the global workforce is increasingly recognized as a priority for organizations worldwide. This research provides an in-depth review of international practices aimed at promoting inclusivity, upskilling, and career adaptability for PwDs. By analyzing policies and practices from the US (ADA), UK (Access to Work programme), EU (European Skills Agenda), Hong Kong (Disability Discrimination Ordinance), and Singapore (Employment Support for PwDs), authors propose a comprehensive framework for enhancing employability and adaptability for PwDs.

Speaker

- 

Vijayan Munusamy
CRADLE NTU Singapore

A Review on Undocumented Workers: Challenges, Resilience and Future Research for DEI - (Session ID 861)

10:30 AM – 11:20 AM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 32

Authors: Guevara, T., Nguyen, P., & Watson, G. P. (2024). A Review on Undocumented Workers: Challenges, Resilience & Future Research for DEI [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This review examines undocumented workers' experiences across the career lifecycle, analyzing 80 articles from 1986–2024 spanning 8 countries. Key themes include challenges in job obtainment, employment, and retirement transitions. Findings reveal barriers such as limited job options, discrimination, economic stress, and health risks, alongside resilience strategies. The proposed research agenda emphasizes organizational DEI initiatives, intersectionality, temporary program impacts, positive coping, and participatory methods to amplify undocumented workers' voices in scholarship.

Speaker



Tatiana Guevara
Graduate Teaching Assistant | Auburn University

Impact of Technical Competence Stereotype Violations on East Asian Leadership Ratings - (Session ID 899)

10:30 AM – 11:20 AM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 34

Authors: Yu, H., & Block, C. J. (2025). Impact of Technical Competence Stereotype Violations on East Asian Leadership Ratings [Poster]. Society for Industrial & Organizational Psychology Annual Conference, Denver, CO.

This study examines how prescriptive stereotype violations of technical competence affect leadership potential ratings for East Asians versus Whites. Although East Asians are seen as competent, they remain underrepresented in U.S. leadership roles—a phenomenon called the "bamboo ceiling." Using a 2 (Race: East Asian vs. White) x 3 (Technical Competence: Display, Withhold, Control) design, results showed that although East Asians were rated higher in competence, this did not translate to better leadership outcomes.

Speaker



Ecco Yu
Senior Manager, Talent Strategy & Analytics | LinkedIn

Identity Shifting Behaviors and Perceptions of Diversity in South Asian Employees - (Session ID 1135)

10:30 AM – 11:20 AM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 7

Authors: Bhandari, H., & Stuhlmacher, A. F. (2025) Identity Shifting Behaviors & Perceptions of Diversity in South Asian Employees [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Workplace discrimination is a major issue for minority racial and ethnic groups, particularly South Asian employees in the US. This study examined the link between perceived workplace diversity climate and identity shifting behaviors (manifestation and suppression) among South Asian employees. It hypothesized that diversity climate would negatively relate to suppression and positively to manifestation, mediated by racial discrimination perceptions. Results showed that racial discrimination fully mediated the diversity climate–suppression link, but not the climate–manifestation link.

Speaker



Himali Bhandari
DePaul University

Stepping in Their Shoes: Piloting Virtual Reality for Enhancing Diversity Training - (Session ID 1545)

10:30 AM – 11:20 AM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 22

Authors: Alanis, J. M. & Pyram, R. H. (2025). Stepping in their shoes: Piloting virtual reality for enhancing diversity training [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Diversity training has notably mixed results (Roberson, 2019). This study explores the use of virtual reality (VR) as way to increase the efficacy of diversity training, as VR offers higher levels of efficiency and opportunities for deliberate practice that contribute to skill acquisition and refinement. Participants in the VR conditions had their color-blind attitudes assessed pre-VR experience, post-, and in a 2-week follow-up. Although there were no significant differences between the VR and control conditions, mean color blindness from post to pre were lower for the VR condition.

Transparency and Trust in Algorithmic Hiring Procedures - (Session ID 477)

10:30 AM – 11:20 AM

JUDGMENT/DECISION MAKING **POSTER SESSIONS**

Poster Board # 24

Authors: Niessen, A. S. M. & Neumann, M. (2025). Transparency and trust in algorithmic hiring procedures [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors experimentally investigated various operationalizations of transparency in simple, mechanical algorithmic hiring procedures on perceptions of decision makers and applicants, supplemented with thematic analysis of open-ended responses. Results showed the expected positive effects of transparency but mostly with small effect sizes. However, both groups indicated a strong preference for transparent algorithms over holistic judgment when asked to choose. Open question responses indicated that both groups generally perceived algorithms as fairer but not more valid than holistic judgment.

Speaker



Susan Niessen
Assistant professor/senior lecturer | University of Groningen

Entrepreneurial Mindset in a VUCA World - (Session ID 689)

10:30 AM – 11:20 AM

JUDGMENT/DECISION MAKING POSTER SESSIONS

Poster Board # 28

Authors: Noel, L. C., Tortez, L. M., & Hodgetts, W. H. (2025). Entrepreneurial mindset in a VUCA world [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This research explored the relationship between intuitive decision making and organizational growth during the COVID-19 pandemic while examining the moderating effect of entrepreneurial expertise within a volatile, uncertain, complex, and ambiguous environment. Utilizing a quantitative methods design with 148 entrepreneurs, the study found that specific facets of intuition, namely emotional intuition and anticipation, were linked with higher organizational growth levels. There was no significant moderating effect of experience. Limitations and future research are also discussed.

Speakers



Laura Noel
Organizational Psychologist, PsyD | Laura Noel Consulting



Leanne Torte
Supervising Research Specialist | County of Riverside

The Development and Validation of the Preference for Intuition in Hiring Scale (PIHS) - (Session ID 769)

10:30 AM – 11:20 AM

JUDGMENT/DECISION MAKING POSTER SESSIONS

Poster Board # 30

Authors: Tosto, P. A., Michel, S. J., Box, M. J., & Zickar, M. J. (2024). The development and validation of the Preference for Intuition in Hiring Scale (PIHS) [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study developed and validated a novel measure of preference for intuition in hiring, defined as the belief that hiring decisions should rely on human intuition rather than analytical tools. A 29-item scale was administered to 332 participants with hiring experience. Factor analyses revealed a 3-factor structure: Rejection of Technology, Pure Intuition, and Interpersonal Judgment. The final 19-item PIHS scale showed convergent validity with cognitive ability, faith in intuition, and need for cognition, and discriminant validity with Big 5 traits and cognitive self-consciousness.

Speaker



Pasquale Tosto
Assessment Analytics Intern | Aon

Cognitive and Large Language Models of Everyday Risky Choices at Work - (Session ID 799)

10:30 AM – 11:20 AM

JUDGMENT/DECISION MAKING POSTER SESSIONS

Poster Board # 31

Authors: Zhang, D. & Reeves, K. (2025). Cognitive and Large Language Models of Everyday Risky Choices at Work [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Employees make a variety of choices that involve risks and uncertainty every day. Yet, we know little about the content of risky choices that employees make and why they make them. To address this issue, authors first surveyed 1000 employees to develop an inventory of representative risky choices at work. Next, they examine how perceived risks and benefits predict within-person variability in risky choices. Finally, we leverage modern machine learning methods to examine the predictive power of language embeddings derived from text data of specific risks and benefits.

Speakers



Katelyn Reeves
Graduate Student | Louisiana State University



Don Zhang
Associate Professor & Program Director | Louisiana State University

Factors Driving Employees' Postpandemic Remote Work Policy Recommendations - (Session ID 881)

10:30 AM – 11:20 AM

JUDGMENT/DECISION MAKING POSTER SESSIONS

Poster Board # 33

Authors: Lauer, A., & Furst-Holloway, S. (2024). Factors Driving Employees' Post-Pandemic Remote Work Policy Recommendations [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Post-COVID, a disconnect exists between workers who prefer remote work and employers favoring in-person work. Authors assessed how individuals' experiences with the shift to remote work during the pandemic influence their current policy preferences. Using a 2-wave survey design involving 260 working adults, it was found that those who experienced positive transformational growth from the shift are more likely to recommend remote work policies. Perceived organizational support, not the size of the disruption, was associated with higher levels of growth.

Speakers



Stacie Furst-Holloway
Associate Professor | University of Cincinnati



Ainsley Lauer
Undergraduate Student | Northwestern University

Vague vs. Specific Diversity Goals: Social Categorization in Selection Decisions - (Session ID 1036)

10:30 AM – 11:20 AM

JUDGMENT/DECISION MAKING POSTER SESSIONS

Poster Board # 6

Authors: Alonso, N. M., Weinhardt, J. M. & Mai, I. (2025). Vague vs. specific diversity goals: Social categorization in selection decisions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States

This research explores how diversity goal specificity impacts hiring outcomes for female candidates. Authors propose that depending on the candidate's race, specific gender diversity goals targeting gender explicitly operate differently than vague diversity goals that focus on general diversity. Findings suggest that specific goals favor White women, whereas vague goals are more effective for Black women. Through 3 experiments, authors show how these goals influence decisions by directing focus on single or multiple social categories, offering insights for more effective diversity strategies.

A Thematic Analysis of Workplace Difficult Conversation Initiation - (Session ID 1172)

10:30 AM – 11:20 AM

JUDGMENT/DECISION MAKING POSTER SESSIONS

Poster Board # 8

Authors: Fan, J. & Ford, M. T. (2024). A Thematic Analysis of Workplace Difficult Conversation Initiation. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Workplace difficult conversations have become a common phenomenon for members of the organization. However, the concept of workplace difficult conversation initiation is still unclear and in need of examination. Using the critical incident technique and thematic analysis, this study presented an in-depth investigation of the cognitive process of workplace difficult conversation initiation. By empirical examination and generating a conceptual model based on cognitive energetics theory, this study facilitated a framework for workplace difficult conversations in organizations.

Speaker



Jiani Fan

Ph.D. student in Management | The University of Alabama

From Ramen to Research: The Experience of Financial Scarcity in Graduate School - (Session ID 1318)

10:30 AM – 11:20 AM

JUDGMENT/DECISION MAKING POSTER SESSIONS

Poster Board # 13

Authors: Holden, C. & Fritzsche, B. (2024). From Ramen to Research: The Experience of Financial Scarcity in Graduate School. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Recent economic trends are putting employees in challenging financial situations that may impact their work. This study draws on scarcity theory (Mullainathan & Shafir, 2013) to investigate how financial scarcity impacts early career professionals over time. Doctoral students (N = 93) completed daily surveys. Across 19 days, participants reported 351 financial events, 211 of which were scarcity inducing (i.e., shocks). Results offer support for scarcity theory as an explanatory mechanism for short-term changes in employee thinking and behavior that may impact performance and perpetuate scarcity.

Speaker



Charlotte Holden

Lead I/O | AE Strategies

Epistemic Errors and Workplace Stress - (Session ID 1330)

10:30 AM – 11:20 AM

JUDGMENT/DECISION MAKING POSTER SESSIONS

Poster Board # 14

Authors: Roach, K., O'Brien, K., & Sizemore, S. (2024). Epistemic Errors and Workplace Stress [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Low opinions of science relate to reporting more workplace stressors, but it is unclear why. Perhaps epistemic errors (i.e., how people evaluate truth) play a role. An online panel of 113 employees read a paragraph about sharks then were asked about the text. Interpersonal conflict and emotional exhaustion related to reporting more threatening facts about sharks, including some distractors that were not in the text, and fewer benign facts. The pattern was similar for some types of epistemic errors. Authors suggest that this reflects a negativity bias, possibly due to threat sensitization.

Speakers



Kimberly O'Brien

Professor | Central Michigan University



Krystal Roach

Adjunct Lecturer | University of Baltimore

Attractiveness in Hiring Decisions: The Moderating Role of Gender (Mis)match - (Session ID 1359)

10:30 AM – 11:20 AM

JUDGMENT/DECISION MAKING POSTER SESSIONS

Poster Board # 16

Authors: Chance, M. J., Jackson, A. T., Frame, M. C., & Samuels, C. T. (2025). Attractiveness in hiring decisions: The moderating role of gender (mis)match [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Physical attractiveness impacts much of life, including work. This study expanded upon research on physical attractiveness influencing hiring decisions, by examining whether gender (mis)match moderated the relationships between physical attractiveness, perceived efficacy, and hiring choice. Participants viewed the resume and photo of an applicant, rated the applicant attractiveness and efficacy, and made a hiring decision. Contrary to hypotheses, it was found that when participant and applicant were matched on gender, the relationship between perceived efficacy and hiring choice was stronger.

Speakers



Alexander Jackson

Associate Professor | Middle Tennessee State University (MTSU)



Claire Samuels

Graduate Student | Middle Tennessee State University

Team Cognitive Bias Susceptibility in Simulated Managerial Decisions - (Session ID 1573)

10:30 AM – 11:20 AM

JUDGMENT/DECISION MAKING POSTER SESSIONS

Poster Board # 23

Authors: Breaux, J. & Bixter, M. (2024). Team cognitive bias susceptibility in simulated managerial decisions. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This work is part of a larger dissertation project that focuses on testing a prospective causal model of team-level susceptibility to cognitive biases across a series of naturalistic business management decisions. For this submission, focus is isolated to one aspect of the study that addresses failures related to common practices of eliciting patterns of bias susceptibility in managerial decision research. Implications for I-O practitioners are discussed below.

Speaker



Jacob Breaux

Ph.D. Candidate | Montclair State University

Evaluating New and Existing Methods for Data Screening of Careless Responding - (Session ID 270)

10:30 AM – 11:20 AM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 4

Authors: Ramsey, M.C. & LaHuis, D.M. (2024). Evaluating New and Existing Methods for Data Screening of Careless Responding [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Data screening is a important practical implication of careless responding research, yet there is very little research examining the accuracy of data screening methods (see Ward & Meade, 2023). The purpose of this work is to examine the validity of both existing methods (i.e., error balancing method, zero-tolerance threshold, median heuristic) and newly applied methods (i.e., machine learning classification models trained on simulated data) for screening data using both simulated and empirical data. Strong support was found for the error balancing method and classification models.

Tell Me What You're Thinking: Promoting Cognitive Interviews in Scale Corrections - (Session ID 332)

10:30 AM – 11:20 AM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 35

Authors: Ng, M. A. & LeNoble, C. A. (2025). Tell Me What You're Thinking: Promoting Cognitive Interviews in Scale Corrections. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Although psychometric work has identified several content adequacy flaws within I-O psychology measures, existing measure development recommendations focus almost exclusively on creating new measures rather than improving existing ones. This paper positions cognitive interviewing as a strategy for making scale corrections. Authors demonstrate how cognitive interviewing techniques can detect items that may be misinterpreted, allowing for measure modifications and improvements. Implications for measurement content adequacy are discussed.

Speaker



Matthew Ng

Assistant Professor of Psychological Science | Missouri University of Science and Technology

Saturday Morning Cartoons: Comparing Text and Animated Video Vignettes - (Session ID 373)

10:30 AM – 11:20 AM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 36

Authors: Rodriguez, S., Schlotzhauer, A. E., & Ng, M. A. (2025). Saturday morning cartoons: Comparing text and animated video vignettes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Text-based vignettes are a popular experimental method for measuring responses to hypothetical scenarios. The development of experimental methodology has given rise to new vignette designs, including animated videos. However, there is limited evidence that animated videos are more effective than text-based vignettes. This study compares subject attentiveness and responsiveness across these methods. Results suggest that animated videos are not inherently more effective than traditional vignettes in these regards.

Speakers



Matthew Ng

Assistant Professor of Psychological Science | Missouri University of Science and Technology



Ann Schlotzhauer

Assistant Professor | Missouri University of Science and Technology

Crowdsourcing Platforms Wars: Exploring Scale Polarity and Response Behavior - (Session ID 416)

10:30 AM – 11:20 AM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 2

Authors: Shapiro, T., Mattis, C. M., & Billotti, B. (2025) Crowdsourcing Platforms Wars: Exploring Scale Polarity and Response Behavior [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study analyzes participants' differences when responding on unipolar versus bipolar scales and demographics across 3 crowdsourcing platforms (MTurk, Prolific, and CloudResearch). By comparing survey responses across these platforms, authors aimed to uncover how scale type and choice of platform influence data quality, participant engagement, and response behavior. Findings indicate significant differences in demographics, specifically position, race, salary, response patterns, and data reliability. Insights and considerations for platform selection in future research are provided.

Speakers



Brianna Billotti

Educator, Organizational Development | Northwell Health



Christa Mattis

Student | Hofstra University

Varying Too Little—or Too Much? Using Response Variability to Assess Carelessness - (Session ID 471)

10:30 AM – 11:20 AM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 5

Authors: Ramsey, M. C., Bowling, N.A., Formica, O., Menke, P.S. & LaHuis, D.M. (2025). Varying Too Little—or Too Much? Using Response Variability to Assess Carelessness. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Researchers have proposed that response variability can be scored to assess careless responding to surveys, but little work has examined the validity of this approach. This paper examines the construct validity of 2 existing (IRV and ISD) and 3 new (C-RV, NL-RV, and E-RV) response-variability based measures of careless responding to surveys. Strong support was foundfor C-RV, moderate support for NL-RV and IRV, and little support for ISD and E-RV.

Speaker



Preston Menke

Applied Cognitive Neuroscience Researcher | Air Force Research Laboratory

Developing and Validating Achievement Motivation SJTs Across Contexts - (Session ID 567)

10:30 AM – 11:20 AM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 25

Authors: Kalmar, S., Netto, N., & Huynh, C. (2025) Developing and Validating Achievement Motivation SJTs Across Contexts [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Work motivation is a pivotal correlate to performance at all organizational levels. The goal of this study is to develop and systematically vary the context of situational judgment tests (SJTs) that measure 2 aspects of achievement motivation: goal orientation and mental toughness (MT). The first stage will be creating item banks for each aspect within the work, education, and life contexts mentioned above. The second stage will evaluate the validity of both SJT instruments, including determining best fit models for partitioning person and situational variance.

Speakers



Christopher Huynh
Industrial-Organizational Psychology PhD Student | Virginia Tech



Sam Kalmar
Virginia Tech

Decoding the Multiverse: New Methods for Enhancing Scientific Reproducibility - (Session ID 670)

10:30 AM – 11:20 AM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 27

Authors: Zhou, S. J. & Tonidandel, S. (2024). Decoding the multiverse: New methods for enhancing scientific reproducibility [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors introduce an advanced methodology complementing multiverse analysis with cross-validation to enhance model evaluation and scientific reproducibility. Going beyond the traditional model selection method of identifying a single "best" model, this approach ranks models based on their predictive accuracy across varying data conditions. This approach does not seek to eliminate the uncertainty in model selection but rather to expose and manage it. Researchers gain a more nuanced understanding of analytical choices and their impact on model performance.

Speaker



Serena Zhou
Organizational Science Ph.D Candidate | University of North Carolina Charlotte

Emoji and Traditional Likert Scales: Comparing Extreme Responses to Job Satisfaction - (Session ID 675)

10:30 AM – 11:20 AM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 1

Authors: Billotti, B., Adebo, O., Salter, N. & Shapiro, T. (2025) Emoji and Traditional Likert Scales: Comparing Extreme Responses to Job Satisfaction [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The use of emojis in surveys is becoming increasingly popular as an engaging method of data collection, however, little research has been conducted on the validity of these scales compared to traditional Likert scales. This study explores differences between 5-point bipolar Likert scales and emoji scales on a job satisfaction survey using participants recruited through Prolific. Authors propose emoji scales (Apple, Android, Open Source) result in more extreme scores than traditional Likert scales, that emoji familiarity and age will influence this relationship.

Speakers



Oyindamola Adebo



Brianna Billotti
Educator, Organizational Development | Northwell Health

Clicks and Taps: Exploring How Device Type and Scale Format Impact Survey Responses - (Session ID 1128)

10:30 AM – 11:20 AM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 3

Authors: Shapiro, T., Mattis, C., Ramesh R., & Bhatia, A. (2025). Clicks and Taps: Exploring How Device Type and Scale Format Impact Survey Responses [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The rise in online survey use and how survey research is conducted requires further exploration of the intricacies of survey dynamics. This study explored how survey response behaviors differed based on the device used (computer vs. phone), the type of response scale presented (unipolar vs. bipolar), and the number of scale points shown (5-point vs. 7-point). Results suggest that, on average, participants scored higher on 7-point scale bipolar scales than on unipolar scales and responded similarly despite device changes. Implications for research and practice are discussed.

Speaker



Christa Mattis
Student | Hofstra University

Integrating AI Into Back Translation? Insights for Organizational Research Practice - (Session ID 1182)

10:30 AM – 11:20 AM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 9

Authors: Kleszewski, E., Decius, J. & Krüger, H.L. (2025). Integrating AI into back-translation? Insights for organizational research practice [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States
Emily Kleszewski and Julian Decius contributed equally to this work.

Despite criticism, Brislin's back-translation procedure is the established standard for translating scales in organizational research. Authors evaluated the suitability of AI-based tools for back-translation with 4 studies. Results showed that translations generated by DeepL were comparable to human translations in terms of quality, deviation, and measurement invariance, and even superior for some scales. Authors discuss the potential and limitations of AI-assisted scale translation and offer recommendations for how AI-based tools can assist researchers in reviewing translation deviations.

Speaker



Emily Kleszewski
Post-Doctoral Researcher | Philipps-Universität Marburg

Using AI to Shorten Employee Surveys - (Session ID 1209)

10:30 AM – 11:20 AM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 10

Authors: Horvath, M., Moss, J. M., & Barletta, D. M. (2025). Using AI to Shorten Employee Surveys [poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Lengthy psychological surveys can be challenging but shortening them often risks losing critical information. Traditionally, this requires multiple experts and large participant samples. However, AI, specifically large language models like ChatGPT, offers a potential alternative. This study explored AI's ability to shorten an employee engagement survey. Results showed AI-shortened surveys had similar reliability to traditional methods and provided additional predictive value for burnout and work-family conflict. However, the quality varied depending on the AI prompts used.

Speaker



Michael Horvath
Professor | Cleveland State University

Relations Between Response Rate and Effect Size: Results From 100,000 Findings - (Session ID 1237)

10:30 AM – 11:20 AM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 11

Authors: Bosco, F. A., Lynch, I., Field, J. G., & Kraichy, D. (2025). Relations between response rate and effect size: Results from 100,000 findings. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Response rate is an important publication acceptance criterion. Yet, there is little evidence to evaluate whether response rates relate to research findings. Authors analyze 103,089 findings from 4,831 independent samples published between 1980–2017 and conduct a large-scale test of the response rate-effect size relation, nuanced by bivariate relation type. Findings are presented with and without controlling for several covariates: publication year, sample type, journal prestige, data collection region, and sample size. Response rate and effect size are frequently positively related.

Speaker



Frank Bosco

Critiquing Expectations for Multistudy Papers for Peer-Reviewed Publication - (Session ID 1316)

10:30 AM – 11:20 AM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 12

Authors: French, K. A., Fletcher, K. F., Gardner, D. M., Allen, T.D. Prasad, J., & Jordan, A. (2024). Critiquing expectations for multi-study papers for peer-reviewed publication [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors explore practices and implications of expecting multiple studies during peer review and present preliminary data from Journal of Applied Psychology over 15 years. Multiple study papers are increasing with some evidence that this increase is driven in part by review teams requesting data. Multiple study papers are associated with online panel sampling, reduced likelihood of organization and community samples, and increased likelihood of management (as opposed to psychology or practitioner) author affiliation. Implications for rigor and diversity and equity are discussed.

Speaker



Kimberly French
Assistant Professor | Colorado State University

Harnessing Generative AI for Enhanced Sentiment Analysis in Organizational Settings - (Session ID 1358)

10:30 AM – 11:20 AM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 15

Authors: Pagan, A.D., Pagan, A.M., & Steinhauser, E.F. (2025). Harnessing Generative AI for Enhanced Sentiment Analysis in Organizational Settings [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This paper examines the use of generative AI (ChatGPT) in sentiment analysis of employee feedback. It compares AI's performance with human coding, emphasizing how prompt engineering could enhance accuracy in 2 phases: (a) an exploratory analysis assessing initial AI capabilities and (b) a detailed examination using tailored prompts to improve outcomes. Authors address challenges such as misclassification of neutral and mixed sentiments. Findings highlight AI's potential to streamline comment analysis, suggesting a hybrid approach combining AI with human oversight for optimal results.

Speaker



Allyson Pagan
People Insights and Analytics Consultant | Human Resources Technologies, Inc. (HRTec)

A Checklist for Psychometric Research Using Generative AI - (Session ID 1380)

10:30 AM – 11:20 AM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 17

Authors: Mead, A.D., & Zhou, C. (2025). A checklist for psychometric research using generative AI [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Since 2022, generative AI has become a tool that ordinary researchers can use. It is obvious that these models already have broad applicability, and current and future models will be widely used in psychological research. This paper focuses on one narrow aspect of research, application to psychometric practice and research, and provides a literature review of the current literature, generating items for exams and scales, and a checklist for future research in the area.

Speaker



Dr. Alan D. Mead
President | Talent Algorithms Inc.

HARKing: The Case of Hypotheses Mistaken Identity - (Session ID 1401)

10:30 AM – 11:20 AM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 18

Authors: Vancouver, J. B. (2024). HARKing: The Case of Hypotheses Mistaken Identity [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

HARKing refers to hypothesizing after results are known. The practice of HARKing without revealing that one has dropped, revised, or added a hypothesis after the results are known is considered bad form. Here, author argues that this condemnation is based on a misunderstanding of what hypotheses are and that science is better served by encouraging one to HARKing when the results validate a useful premise in an interesting argument regarding an important question.

Speaker

Jeffrey Vancouver
Professor | Ohio University

Stepping Up Our Theoretical and Empirical Game via Computational Modeling - (Session ID 1438)

10:30 AM – 11:20 AM


MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 19

Authors: Singer, S., Schmerling, E. N., & Vancouver, J. B. (2024). Stepping Up Our Theoretical and Empirical Game Via Computational Modeling [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States

Critics have called the field's theories weak partly because they make empirical disconfirmation unlikely (e.g., Edwards, 2010). The thesis presented here is that the press for empirical validation may be promoting the wrong type of theories. This point is illustrated by challenging the classic theory of performance as a multiplicative function of ability and motivation with an empirical study that finds that effort, which is the manifestation of motivation, negatively relates to performance. A computational model is then presented that explains the effect while preserving the classic theory.

Speaker

 **Ethan Schmerling**
Ohio University

Development and Validation of a Brief Meaningful Work Scale for Operational Roles - (Session ID 1535)

10:30 AM – 11:20 AM


MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 21

Authors: Baxley, A.D., Landon, L.B., Khader, A., Roma, P.G., Russell, D.W., & Bell, S.T. (2025). Development and validation of a brief meaningful work scale for operational roles. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors developed and validated a measure of meaningful work for use with operational populations. The meaningful work and enjoyment scale (MeWES) started with 13 items to assess aspects of meaningfulness, thriving, and engagement. Through content analysis and advanced psychometric procedures, authors refined to 6 well-performing items centering on the construct of meaningful work. Three operational samples examined dimensionality and validity of the scale. The 6-item MeWES demonstrated predictive validity for morale, job satisfaction, mood, and performance among other variables.

Speaker

 **Lauren Landon**
Team Risk Discipline Scientist | NASA (KBR)

Harnessing Humor in Teams: Its Power and Potential Downsides - (Session ID 306)






10:30 AM – 11:20 AM | Location: 705/707

GROUPS/TEAMS

Authors: Myeong, H. (Co-Chair) & King, E.B. (Co-chair) (2025). Harnessing Humor in Teams: Its Power and Potential Downsides [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This symposium brings together 4 empirical papers examining humor's role in team settings, providing a nuanced understanding of its benefits and potential drawbacks. It demonstrates humor's positive effects on team interactions, task performance, creativity, and peer evaluations, while also exploring how inside jokes may foster exclusion or undermine cohesion. Drawing on evidence from diverse team contexts that utilized various methods, including longitudinal studies, lab experiments, and field research, this symposium offers deeper insights into when and how different types of humor can enhance group dynamics and individual outcomes in team environments.

Speakers

-  **Kenneth Goh**
Associate Professor of Strategic Management (Education) | Singapore Management University
-  **Eden King**
Rice University
-  **Dejun Tony Kong**
Tenured Associate Professor | University of Colorado Boulder
-  **Hwayeon Myeong**
Rice University
-  **Randy Lee**
PhD Candidate | Cornell University

Uncomfortable Truths About Industrial-Organizational Psychology 2.0 - (Session ID 1362)


10:30 AM – 11:20 AM | Location: 603

GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES

Authors: Hernandez, I. (Chair) (2024). Uncomfortable Truths about Industrial-Organizational Psychology 2.0 [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Netto, M., Shafer, E., and Huynh, C. (2024). Bridging Developmental Disparities: Leveraging Developmental Psychology to Combat Selection Bias and Promote Equity in Workforce Practices Ristow, T. (2024). AI as an Ally: Challenging Traditional I-O Emphases to Advance Workplace Accessibility Chekili, A. (2024). A Deeper View of Who is in SIOP: Challenging Existing Measures of I-O Member Diversity Hernandez, I., Melson-Silimon, A., and Zickar, M. (2024). A Call for Considering the Psychology of Nonhuman Animal Workers

This symposium highlights various ethical issues stemming from accepted norms, or lack of attention in I-O psychology. These issues and norms relate to current practices in personnel selection, inclusion, measurement, and the treatment of workers. In response to these challenges, the presentations introduce potential solutions by leveraging tools and frameworks outside of I-O psychology.

Speakers

 **Amal Chekili**
Graduate Teaching Assistant | Virginia Tech



Ivan Hernandez

Virginia Tech



Madeline Netto

Course Instructor for Developmental Psychology | Virginia Tech



Teresa Ristow

Assistant Professor of Industrial/Organizational Psychology | Radford University

Exploring the Drivers of Candidate Satisfaction in Selection and Development - (Session ID 1163)

10:30 AM – 11:20 AM | Location: 302/303

TESTING/ASSESSMENT

Authors: Wendel, M. (Chair). (2025). Exploring the Drivers of Candidate Satisfaction in Selection and Development [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Clifton, S. (2025). Candidate Assessment Experience across Smartphone and Non-smartphone Devices. Goyal, S. (2025). The Influence of Assessment Type on Candidate Satisfaction Schäke, J. (2025). Applicant Reactions as Predictors of NPS Ratings in a Selection Context. Bailey, R., Goyal, C. M. (2025). The Effect of Individual Differences in Demographics and Personality upon Candidate Experience. Scott, D. (2025). A Multi-Factor Approach to Understanding Leadership Training Program Net Promoter Score.

In this introductory session on the net promoter score (NPS), experts from the forefront of talent assessment will share their perspectives using data from global selection and development processes. They will show how different process-specific (e.g., assessment battery length and type of assessment) and person-specific (e.g., personality and perceived fairness) variables affect the satisfaction in both selection and development processes. Furthermore, they will explore how demographic subgroups differ in their reactions, providing valuable insights on equity and inclusion.

Speakers



Sebastian Clifton

Management Consultant: Research & Development | TTS-Top Talent Solutions



Julia Schäke

Global Analytics Consultant | Aon



Donald Scott

Manager, Survey, Test, and Assessment Services | DDI | Development Dimensions International



Marie Wendel

Director EMEA & APAC Analytics | Aon



Brian Leavy

Global analytics consultant | Aon



Dr Chhavi Mittal Goyal

Manager Psychometric Research | Mercer Mettl

Empowering the Future Workforce: Informal Learning in a Tech-Based World - (Session ID 1578)

10:30 AM – 11:20 AM | Location: 207

TESTING/ASSESSMENT

Authors: Hemsey, D. R. (Co-Chair), Zajac, S. A. (Co-Chair), Davenport, M. K., (Discussant), & Brooks, R. R. (2024). Empowering the future workforce: Informal learning in a tech-based world [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Four presenters will share their diverse methodological approaches to the study of workplace learning. These studies will cover informal and self-regulated learning of gig workers, social learning, and human–technology interactions in the context of work-related learning, the role of affect/emotions in informal learning at work, and workers and job seekers who are motivated to develop work-related skills outside workplace training. The session will end with an expert discussant highlighting takeaways and development areas for research and practice.

Speakers



Ricardo Brooks

Assistant Professor | Pennsylvania State University



Meghan Davenport

Assistant Professor of Psychological and Organizational Science | University of North Carolina at Charlotte



Julian Decius

Research group leader (tenure track) | University of Bremen, Germany



Destiny Hemsey

Doctoral Student | Penn State University



Sibley Lyndgaard

Postdoctoral Fellow | Consortium of Universities of the Washington Metropolitan Area



Jason Randall

Portland State University



Makai Ruffin

Doctoral Student | Rice University



Stephanie Zajac

UT MD Anderson Cancer Center

From Taboo to Hot Topics: Cutting Edge Research on Women's Work-Related Experiences - (Session ID 875)

10:30 AM – 11:20 AM | Location: 205

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Oney, S.D., (Co-Chair) & Clark, M.A. (Co-Chair) (2025) [Symposium]. From taboo to hot topics: Cutting edge research on women's work-related experiences. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Smith, C.E., Lee, S., Barnes, C.M., Thalil, M., & Mark, K. (2025). Extending job demands-resources models to employee sexual health. Chen, J.P., Arena, D.F., Guerrero, P., Gabriel, A.S., & Jones, K.P. (2025). Exploring and understanding profiles of daily prenatal impression management at work. Fletcher, K.A., French, K.A., Moran, L., Garcia, S., & Todd, T.M. (2025). Abortion-facilitative and other healthcare benefits signal organizational values. Decker, M., Stockdale, H., Barnes, L.Y., & Grandey, A.A. (2025). Menopause in the military: Navigating health, leadership and allyship.

Women make up a majority of the U.S. workforce, yet little attention has been given to the unique personal and workplace experiences that impact them. This symposium contributes a theoretically and methodologically rich understanding of women's work-related experiences. The papers address several major areas of women's experiences that deserve more attention in our field, highlighting consensus-shifting work, demonstrating the importance of studying "taboo" topics. By examining 4 unique areas, authors shed light on how work and personal experiences, and organizational actions, impact women.

Speakers



David Arena

Assistant Professor of Management | University Of Texas At Arlington



Mallory Decker
University of Colorado, Boulder



Keaton Fletcher
Colorado State University



Skylar Oney
Doctoral Student | The University of Georgia



Claire Elizabeth Smith

Invited: Award - Winning I-O Science - (Session ID 1670)

10:30 AM – 11:20 AM | Location: 709/711

MEASUREMENT/STATISTICAL TECHNIQUES

Anglim, J., Dunlop, P. D., Wee, S., Horwood, S., Wood, J. K., & Marty, A. (2022). Personality and intelligence: A meta-analysis. *Psychological Bulletin*, 148(5-6), 301-336. <https://doi.org/10.1037/bul0000373>

Hickman, L., Bosch, N., Ng, V., Saef, R., Tay, L., & Woo, S. E. (2022). Automated video interview personality assessments: Reliability, validity, and generalizability investigations. *Journal of Applied Psychology*, 107(8), 1323-1351

Sackett, P. R., Berry, C. M., Lievens, F., & Zhang, C. (2022). Revisiting meta-analytic estimates of validity in personnel selection: Addressing systematic overcorrection for restriction of range. *Journal of Applied Psychology*, 107(11), 2040-2068.

This roundtable style session features research conducted by 2024 SIOP award winners, including Jeanneret Award for Excellence in the Study of Individual or Group Assessment, Schmidt-Hunter Meta-Analysis Award, and William A. Owens Scholarly Achievement Award. Presenters will each have a conversation with attendees regarding their award-winning research and what it takes to win one of SIOP's most prestigious awards.

Speakers



Louis Hickman
Assistant Professor | Virginia Tech



Paul Sackett
University of Minnesota



Serena Wee
University of Western Australia

Partner Showcase: Valence - AI Coaching: The Year-One Impact of Management

10:30 AM – 11:20 AM | Location: 301

SPONSORED

Experienced talent leaders from General Mills, Prudential, and Experian reveal the transformative effects of AI coaching on leadership development and talent management across their global workforces—and exactly what's changed for managers.

Speakers



Richard Chambers
Director, Talent Management | General Mills



Matthew Dreyer
Global Head of Talent Management | Prudential Financial



Brad Haime
Experian



Katie Holloway
Global Talent Management Consultant | Inizio

Midday Break - Concession Lunches in Exhibit Hall

11:30 AM – 1:00 PM | Location: Mile High Ballroom

BREAKFAST, LUNCH & BREAKS

We will attempt to accommodate the major dietary preferences such as gluten free, dairy free, nut free and vegetarian on all buffets. However, please read the food labels and/or ask the banquet staff if you have any questions.

Informal Networking Lunch for I-Os Impacted by Recent Government Policy Updates (BYO Lunch)

11:30 AM – 12:20 PM | Location: 401/402

EVENTS & RECEPTIONS BREAKFAST, LUNCH & BREAKS

Join us for a lunch and mingle for SIOP members impacted by recent policy changes - government workers, contractors, grantees, and SIOPers that care are all welcome. This informal discussion and networking event seeks to bring connection and support for SIOP members experiencing employment, policy, and funding changes.

Book Lunch

11:45 AM – 12:45 PM | Location: 702/704/706

EVENTS & RECEPTIONS BREAKFAST, LUNCH & BREAKS

The books we read shape who we are as professionals. This gathering is a chance to share the titles that have had a profound impact on you and why. Grab a concession lunch (available for purchase) and join the discussion. Connect with others over a love of the written word—and maybe even a few insightful models and diagrams!

Crash Course: What You Didn't Learn in Grad School - (Session ID 832)

1:00 PM – 1:50 PM | Location: 607

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Solberg, E. (Chair), Beckles, K., Bhanji, I., Harbaugh, J., Mattox, D., Mills, B., Myers, B., Phebus, A., Skinner, J., Wrenn, K.A. (2025). [Alternative Session]. Crash Course: What You Didn't Learn in Grad School. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO United States.

This session equips early career I-O psychology practitioners with essential skills typically not taught in graduate programs that will help them enhance client relationships and organizational impact. Through a series of short, focused presentations, speakers will address critical topics such as networking, internal relationship building, storytelling, building your own business, career pathing, communicating with non I-Os, and overcoming imposter syndrome.

Speakers



Jan Harbaugh
Managing Consultant | SHL



Donovan Mattox
Senior Analyst Organizational Effectiveness | The Home Depot



Brittany Mills
Organizational Effectiveness Manager | The Home Depot



Alicia Phebus
External Consultant, Talent Assessment | Bristol Myers Squibb



Kimberly Wrenn
Managing Consultant | SHL



Emily Solberg
Managing Consultant | SHL



Brittany Myers
HR Data Analytics Advisor | Valero



Erica Desrosiers
Chief Talent Officer | Acadia Healthcare

Invited: COI - Responding to DEI Backlash in Organizations - (Session ID 1679)

1:00 PM – 1:50 PM | Location: 702/704/706

INCLUSION/DIVERSITY

Authors: Sabat, I. E., Jones, K. P., Follmer, K. B., & Korsak, M. (2025). Community of Interest: Responding to DEI Backlash in Organizations [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

As anti-DEI legislation across the country has increased in recent times, so too have anti-DEI efforts within organizations. Authors will consider the impacts that anti-DEI efforts may have on applicants, employers, and employees, particularly those with marginalized identities. They will also discuss strategies for how to handle and respond to this backlash in order to preserve equitable and inclusive organizations. Both academics and practitioners are welcome to participate in the discussion.

Speakers



Kristen Jones
Robert Wang Chair of Excellence in Management | Fogelman College of Business & Economics, University of Memphis



Megan Korsak
Graduate Teaching Assistant | University of Texas at Arlington



Isaac Sabat
Associate Professor | University of Houston

Where We Work Matters: How to Make Hybrid Arrangements Work - (Session ID 1436)

1:00 PM – 1:50 PM | Location: 605

JOB ATTITUDES/ENGAGEMENT

Authors: Lepley, M. W. (Chair), Weber, J. (Discussant), Gerock, L. (Discussant), Farid-Nejad, M. (Discussant). (2025). Where We Work Matters: How to Make Hybrid Arrangements Work [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

After enjoying the flexibility, convenience, and quiet focus of working from home, employees are resisting returning to the office. As companies are calling employees back, employees are now expecting more from their offices than mere functionality. In this mashup, a multidisciplinary panel of workplace designers, environmental, and organizational psychologists will share their perspectives on how the office and related policies impact employee engagement, performance, and well-being, and how to develop successful hybrid arrangements that meet the needs of organizations, employees, and clients.

Speakers



Mona Farid-Nejad
Assistant Professor of the Practice of Psychology | University of Southern California



Lizzie Gerock
Workplace Strategist & Senior Interior Designer, Project Manager | Senior Associate | Gresham Smith



Meredith Wells Lepley
Associate Professor | University of Southern California



Jack Weber
Senior Vice President and Regional Design Leader | Gresham Smith

Leading Well-Being at Work: Creating Environments Where Humans Thrive - (Session ID 565)

1:00 PM – 1:50 PM | Location: 708/710/712

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Bukin, S. (Panelist), Lizerbram, R. S., (Panelist), Brossoit, R. (Panelist), Keim, C. (Panelist), Larson, C.K. (Panelist), & Graham, P. (Chair). (2024). Leading well-being at work: Creating environments where humans thrive. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Leadership is pivotal in fostering workplace well-being. Topics covered include the integration of well-being into leadership development programs, the importance of recovery-friendly leadership, sleep leadership, the impact of leaders on mental health, and practical communication, connection, and belonging tips. Following short presentations from each panelist, participants will engage in guided discussions in small groups allowing for more in-depth exploration of the topics.

Speakers



Rebecca Brossoit
Assistant Professor | Rice University



Sol Bukin
Evaluation Associate, Insights & Impact | Center for Creative Leadership



Paige Graham
Organizational Leadership Practitioner | Center for Creative Leadership



Courtney Keim
Associate Professor | Bellarmine University



Carylynn (Cary) Kemp Larson
Professional Speaker, Leadership Coach, & Consultant | Creating Open Space, LLC



Ryan Lizerbram
Graduate Research Assistant | Colorado State University

Invited: Awards - Distinguished Teaching Contributions: A Dramaturgical Approach to Teaching - (Session ID 1668)


1:00 PM – 1:50 PM | Location: 701

TEACHING I-O PSYCHOLOGY/STUDENT AFFILIATE ISSUES/PROFESSIONAL DEVELOPMENT

Authors: Grandey, A. (2025). Invited: Address by Distinguished Teaching Contributions Award Winner Dr. A. Grandey. [Alternative Presentation]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The SIOP 2024 Distinguished Teaching Award winner, Dr. Grandey, reflects on how dramaturgical principles inform her style of teaching graduate and undergraduate students. She will share how this style is informed by her early years in theater, a graduate teaching workshop, and emotional labor research, with the aim of offering tools to other teachers and presenters to engage and connect with their audience.

Speaker



Alicia Grandey
Pennsylvania State University

Bridging Disciplines: How Computer Science and I-O Psychology Benefit Each Other - (Session ID 406)


1:00 PM – 1:50 PM | Location: 709/711

TECHNOLOGY


Authors: Wang, P., & Oswald, F. L. (Co-Chairs) (2025). Bridging Disciplines: How Computer Science and I-O Psychology Benefit Each Other [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Computer science offers powerful tools for psychologists, including sophisticated algorithms, simulation models, and innovative experimental methodologies. I-O psychology provides critical insights into human behavior in organizations. Together, they can enhance AI applications in the workplace. This session brings together 2 computer science and 2 I-O psychology faculty members to present research integrating CS and I-O perspectives. Authors will discuss how each field informs the other and explore how further collaboration can advance both domains.


Speakers




Hanjie Chen
Assistant Professor | Rice University




Ivan Hernandez
Virginia Tech



Tianjun Sun
Assistant Professor | Rice University



Pengda Wang
Rice University



Ziang Xiao
Assistant Professor | Johns Hopkins University

Big Data Ren-AI-ssance: AI and I-O Psychology Research Incubator - (Session ID 859)


1:00 PM – 1:50 PM | Location: 505

TECHNOLOGY


Authors: Hunt, L. (Moderator), Johnson, W. (Co-chair), Stratton, T. (Co-chair), Dornfest, Z. (Co-chair), Gonzalez, M. (Co-chair), Degefe, E. (Panelist), Johnson, R. (Panelist), Song, C. (Panelist), Lukaszewski, K. (Co-chair), Stone, D. (Co-chair) (2025). Big data ren-AI-ssance: AI and IO psychology research incubator [Research Incubator]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

As the field develops Big Data knowledge and skill sets, coordinated research efforts are needed to synthesize and progress the growing body of knowledge. Within this research incubator, authors provide a semistructured session in which both novice and experienced AI researchers can come together to evaluate relevant gaps and generate necessary research streams. Subject matter experts Degefe, Johnson, and Song will act as research anchors as session attendees drive small roundtable discussions on an array of AI/I-O topics and cultivate collaborative research partnerships.


Speakers




Elizabeth Degefe
Senior Research Associate | The Samuel DuBois Cook Center on Social Equity at Duke University




Zachary Dornfest
I/O Psychology Graduate Student | Montclair State University




Lauren Hunt
Adjunct Professor of Organizational Psychology & Graduate Research Assistant | Montclair State University




Richard Johnson
Washington State University



Wesley Johnson
Assessment Analytics Intern | Aon



Chelsea Song
Assistant Professor | Indiana University



Theresa Stratton
Customer Service Associate | ISLAND BEACH GEAR

LLMs - Moving From Prognostication to Application - (Session ID 1463)


1:00 PM – 1:50 PM | Location: 506

TECHNOLOGY


Authors: Brusso, R. C. (Chair), Capman, J.C., Ghandi, B.R.S, Hayrapetyan, L., Huang, Y., Marin, S., Steele, J. (2025). LLMs - Moving from prognostication to application [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session moves beyond theory to showcase practical LLM applications from an I-O perspective. Through demonstrations of real world LLM organizational applications, presenters will discuss challenges encountered throughout the implementation process and share best practices for seamlessly integrating LLMs into organizational workflows. By bridging the gap between theory and practice, this session equips attendees with the knowledge and tools to harness the transformative potential of LLMs, fostering a deeper understanding of these cutting-edge technologies in organizational settings.


Speakers



Robert Brusso
Senior Research Scientist | Amazon



John Capman



Yuyun Huang
ML/NLP Expert | Aon



Sebastian Marin

People Scientist, Insights & Analytics | Palo Alto Networks



John Steele, PhD

Sr Research Scientist | Amazon

Keeping Us Honest: Scientist–Practitioner Perspectives on Response Bias and Faking - (Session ID 1345)

1:00 PM – 1:50 PM | Location: 603

TESTING/ASSESSMENT

Authors: Hamdan, I. (Chair), Rau, K. N. (Chair), Schmidt, J. (Panelist), Schwendeman, M. (Panelist), Silva, K. (Panelist), & Speer, A. (Panelist) (2025). Keeping us honest: Scientist-practitioner perspectives on response bias and faking. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session presents a scientist–practitioner approach to preventing and detecting response bias and faking, particularly in the context of selection. Mitigating distorted responses is critical to the validity of selection assessments and avoiding the organizational cost associated with misplaced talent. Four speakers will share key learnings regarding response bias from either personally conducted research studies and/or their experience in applying best practices to organizational assessments. The session will also include a Q&A session with both prepared and audience-generated questions.

Speakers



Izz Aldin Hamdan

Analyst | Heidrick & Struggles



Katherine Rau

Independent



Joseph Schmidt

Professor | University of Saskatchewan



Michael Schwendeman

Director, Psychology | Heidrick & Struggles



Kimberly Silva

Senior Research and Development Analyst | Talogy



Andrew Speer

Professor | Indiana University - Kelley School of Business

Invited: Understanding Silent Vacationing and Its Impacts on Organizations - (Session ID 1688)

1:00 PM – 1:50 PM | Location: 703

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Kreamer, L. M. (co-chair), Ong, X.W. (co-chair), Cunningham, C. J. L., Hu, X., McGonagle, A.K., & Voss, E.N. (2025). Invited: Understanding Silent Vacation and Its Impacts on Organizations [Debate]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Silent vacations, or "hushcations," occur when employees take time off without notifying anyone, including managers, often working part time or only handling essential calls during their absence (Robinson, 2024). This practice is increasingly common among remote and hybrid workers. With limited empirical research, some view hushcations as counterproductive work behavior, whereas others see them as beneficial for employee well-being. At this session, OHP experts and practitioners will lead an audience debate on the pros and cons, aiming to inspire future research and provide practical guidance.

Speakers



Christopher Cunningham

Professor / Chief Science Officer | University of Tennessee at Chattanooga / Logi-Serve



Liana Kreamer

Assistant Professor | Florida Institute of Technology



Alyssa McGonagle

Associate Professor | UNC Charlotte



Xin Wei Ong

Graduate Teaching Assistant | University of Akron



Arielle Rogers

Senior People Scientist | ServiceNow

Mastering the I-O Psychology Internship Across Industries: Insider Strategies - (Session ID 1641)

1:00 PM – 1:50 PM | Location: 201

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: Erickson, J. (Chair), Alanis Barker, J., & Lezcano, A. (2025). Mastering I-O Psychology Internships: Insider Strategies for Student Success [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Five panelists consisting of late-stage I-O psychology doctoral students will share their diverse experiences and advice related to finding and excelling in applied internships across several industries. The session will cover the types of internships available to graduate students, strategies for success in the application process, types of projects you may work on, common challenges, tips for maximizing your internship experience, and how to identify whether a particular industry or role is the right fit.

Speakers



Jennifer Erickson

PhD Student | Georgia Institute of Technology



Alyssa Lezcano

Doctoral Candidate | University of South Florida



Sibley Lyndgaard

Postdoctoral Fellow | Consortium of Universities of the Washington Metropolitan Area



Rachael Pyram

Doctoral Candidate | Michigan State University



Mukhunnth Raghavan

Postdoctoral Research Scholar | TGH-USF People Development Institute



Rebecca Storey

Graduate Student | Georgia Institute of Technology

Executive Coaching Around the Globe - (Session ID 1139)


1:00 PM – 1:50 PM | Location: 501/502


CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT


Authors: Ho, C.-L. (Chair), Festa, R., Hwang, J., Seth, N. (2025). Executive coaching around the globe [Panel Discussion]. Society for Industrial and Organizational Psychology Conference, Denver, CO, United States.


Drawing on the collective expertise of seasoned coach practitioners in executive coaching, this session will examine current executive coaching practices in 3 continents, identify challenges and opportunities in managing the triangular relationship of executive coaching, and discuss the emerging trends in those regions. Panelists will share insights to the future of executive coaching and the development of global executive coaching.

Speakers

- 

Ronald Festa
President | New Heights Consulting
- 

Chia-Lin Ho
Executive Coach | 3G Leadership Solutions
- 

Jim Hwang
GM, PCC/ACTC | Intelligent Coaching & Consulting Inc.
- 

Neesha Seth
Director | Legacy Psychology

Establishing a Global Hiring Bar, Bar None - (Session ID 1356)


1:00 PM – 1:50 PM | Location: 601


GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES


Authors: Dodge, K.D., Kurz, R., Melleck, T., O'Brien, K., Plants, A., Sterner, A. (2024). Establishing a global hiring bar, bar none. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


Multinational corporations (MNCs) account for 26.5% of US employment (Foley et al., 2021). MNCs bring unique challenges to the standardization of hiring processes. This panel will share best practices from the International Testing Commission Guidelines combined with firsthand experiences with technology, culture, translations, and organizational structure that can accelerate or derail a global project. This panel will attract international attendees, US-based I-Os working in MNCs, and faculty members preparing emerging I-Os to operate with a global mindset.


Speakers


- 

Kama Dodge
Senior IO Psychologist | HackerRank
- 

Tony Mellek
Head of Assessment Advisory | Codility
- 

Kimberly O'Brien
Professor | Central Michigan University
- 

Ashlie Plants
Associate Director of Talent Assessment | Merck
- 

Rainer Kurz
Chief Psychologist | HUCAMA Analytics Ltd
- 

Alexander Sterner
Research and Evaluation Specialist | ORAU

Building Team Effectiveness: Applied Lessons - (Session ID 1484)


1:00 PM – 1:50 PM | Location: 705/707


GROUPS/TEAMS


Authors: Petruzelli-Somers, A. (Chair), Callan, R., Kraus, A., Thibodeau, R. K., Thoebes, G. P., Williams, B. (2024). Building Team Effectiveness: Applied Lessons [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


This practitioner-focused panel brings together team effectiveness experts from diverse organizations of various sizes and industries—including software, pharmaceuticals, consumer goods, and national sports clubs—to share insights into how they built and implemented team effectiveness programs. Panelists will discuss lessons learned, successes, and industry-specific challenges, offering actionable insights for practitioners from any organization considering or currently developing their own team effectiveness programs.


Speakers


- 

Rachel Callan
Research Lead | Atlassian
- 

Aaron Kraus
Senior Director, HR | Vertex
- 

Allie Somers
PepsiCo
- 

Ryan Thibodeau
PepsiCo
- 

Gina Thoebes
VP, Organizational Performance | Arizona Cardinals Football Club
- 

Belinda Williams

Boss Moves: Women at Work—Breaking Barriers, Making Waves, and Shaping the Future - (Session ID 1118)


1:00 PM – 1:50 PM | Location: 403/404


INCLUSION/DIVERSITY


Authors: Kung, M.-C. (Chair), Buckett, A., Bupp, C., Lees-Hotton, C. A., Menendez, J., Vantrease, E. (2025). Boss Moves: Woman at work – Breaking Barriers, Making Waves, and Shaping the Future [Panel]. Society for Industrial and Organizational Psychology Annual conference, Denver, CO, United States.

The purpose of this panel discussion is to explore the evolving role of women in the workplace, drawing on the personal stories and experiences of our distinguished panelists working in the field. This session will delve into the historical challenges women have faced, the current landscape of gender equity, and future considerations for female leaders, particularly in light of rapid advancements such as artificial intelligence (AI) and shifting workplace dynamics.

Speakers

- 

Amy Buckett
Director, Psychology, Product Research & Design | Heidrick & Struggles
- 

Christa Bupp
Consulting Manager | Talogy
- 

Mavis Kung
Senior Director of R&D | Talogy



Carolyn Lees-Hotton

SIOP



Jaclyn Menendez

Manager, Talent Solutions | Hogan Assessment Systems



Emily Vantrease

Advanced Talent Management Specialist | Volkswagen Group of America, Chattanooga Operations

What Current Data Says About Leadership Skills in the Future of Work - (Session ID 1370)

1:00 PM – 1:50 PM | Location: 401/402

LEADERSHIP

Authors: Lanik, M., Cao, Y., Gibbard, K., Hawkes, C., Huber, A., LeBreton, D., & McCook, K. (2025). What current data says about leadership skills in the future of work [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The future of work has been characterized by adoption of new technologies, remote and flexible working arrangements, and changing employment relationships. Many argue that leadership skills like adaptability, digital literacy, and emotional intelligence are gaining in importance. A panel from leading consultancies to discuss insights from their current datasets about the changing importance of leadership skills in the future of work. The goal is to share early applied findings, and so contribute to the understanding of what successful leadership will look like in the future of work.

Speakers



Yichen Cao

Consultant | Hogan Assessments



Katherine Gibbard

Research Scientist | SAP SuccessFactors



Collin Hawkes

Senior Manager Assessment | Huron Consulting Group



Amy Huber

Director, Client Success | Pinsight



Martin Lanik

CEO | Pinsight



Daniel LeBreton

Partner and Executive Coaching Services Lead | RHR International



Keith McCook

Senior Director, Psychology, Product Research & Design | Heidrick & Struggles

The Employee Value Proposition: Building and Deploying a Differentiated EVP - (Session ID 912)

1:00 PM – 1:50 PM | Location: 302/303

TESTING/ASSESSMENT

Authors: Shepherd, W. J. (Chair), Freeburg, M.K.H., Tomkoria, A., Oliver, D.H., Morris, M., O'Connor, M., Wicke, D. (2025). The Employee Value Proposition: Building and Deploying a Differentiated EVP. Symposium. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Today's employees want and expect more from potential employers. To be successful, organizations must develop compelling employment value propositions to better understand the preferences of both current and prospective employees to attract, retain, and engage high-quality workers. The panelists will each share their stories of building and deploying differentiated EVPs.

Speakers



Mark Morris

Affiliate Professor - Foster School of Business | University of Washington



David Oliver

VP, Talent Management | PepsiCo North America



William Shepherd

Executive Integrated Talent Leader, Commercial Engines & Services | GE Aerospace



Amanda Tomkoria

Global Head of Talent Practices | Nike



Danielle Wicke

People Scientist | Owens Corning



Julio Carmenate

Senior Director, Culture, Experience, Teaming | NIKE, Inc

Showcasing the value of I-O to non-I-Os: Insights From SIOP White Paper Authors - (Session ID 898)

1:00 PM – 1:50 PM | Location: 203

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Volpe, R. (Co-Chair), England, L. A. (Co-Chair), Obasohan, N. (Co-Chair), Voss, N. M. (Co-Chair), Falcone, M., Gutierrez, S., McCarthy, J., & Nelson, J. (2025). Showcasing the value of IO to non-IOs: Insights from SIOP White Paper authors. [Panel]. Annual meeting of the Society for Industrial and Organizational Psychology, Denver, CO.

This panel aims to foster an open dialogue on how to convey the value of I-O psychology to non-I-O audiences. Questions will be posed by the SIOP Visibility Committee HR & Business Subcommittee, and responses/insights will be provided by 4 panelists, who are also SIOP White Paper authors. Questions will focus on the authors' areas of expertise (e.g., competency modeling, psychological safety, AI) and other critical domains. Panelists will bring their unique perspectives as practitioners, providing practical advice on how to successfully bring visibility to/convey the value of I-O.

Speakers



Lisa England

Adjunct Lecturer | University of Iowa



Marni Falcone

Managing Consultant | FMP



Sara Gutierrez

Chief Science Officer | SHL



Julie McCarthy

Professor, OBHR | University of Toronto



Juliette (Dr. Nelson) Nelson

CEO & Principal Coach/Consultant | JUNURI



Nate Voss
Senior Scientist | HumRRO

Beyond Structured Interviewing: Maintaining Interview Integrity - (Session ID 742)

1:00 PM – 1:50 PM | Location: 407

TESTING/ASSESSMENT

Authors: Reburn, Z. (Chair), Mirando, T., Mondragon, N., Petor, J., Roulin, N., Winter, J. (2025). Beyond Structured Interviewing: Maintaining Interview Integrity [Panel Discussion]. Society for Industrial Organizational Psychology Annual Conference, Denver, CO, United States.

Structured interviews are changing. With recent advances in technology, the way that structured interviews are conducted has shifted, and the integrity of structured interviews must be protected. Join our session for an exciting discussion of the most recent advances in how structured interviews are facilitated, the methods by which some candidates are using technology and tools to gain an unfair advantage, and discover how to leverage best practices and technology to enhance your hiring practices while safeguarding against emerging risks.

Speakers



Tyler Mirando
Senior I/O Psychologist | HackerRank



Nathan Mondragon
Chief Innovation Officer | HireVue



Jessica Petor
Consultant | Walmart



Zach Reburn
People Research Scientist | Meta



Nicolas Roulin
Professor | Saint Mary's University



Jamie Winter
VP Consulting, Hiring & Promotion Practice Leader | APTMetrics

CANCELLED: Educating, Developing, Training, and Retraining for Success in the Future Workplace - (Session ID 869)

1:00 PM – 1:50 PM | Location: 507

CANCELLED SESSION

Authors: Wind, A. P.* (Chair), Goldberg, B. S., Natali, M. W., Roumell, E. A., Rudolph, C. W., & Vargas, E. (2025) The Future of Adult Workforce Training, Education, and Development [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session will present discussion on the state of the science of adult training, education, and development with a focus on within-career learners. Myriad factors will continue to change and yield new professional jobs and responsibilities. Scholarship today will modernize our systems and approaches to most effectively support the workforce to develop, adapt, and maintain critical capabilities to thrive in the future workplace. This session will see an interdisciplinary panel of content area experts discussing the state of our science to spur new conversations, relationships, and research.

Poster Sessions: Testing/Assessment and Measurement/Statistical Techniques

1:00 PM – 1:50 PM | Location: Mile High Ballroom

TESTING/ASSESSMENT

MEASUREMENT/STATISTICAL TECHNIQUES

POSTER SESSIONS

A Leadership and Management Combinations Framework - (Session ID 347)

1:00 PM – 1:50 PM

TESTING/ASSESSMENT

POSTER SESSIONS

Poster Board # 26

Authors: St. Aubin, A. D., Pincock, H. J., Ash, J., Ayika, C., & Brummel, B. J. (2025). A Leadership and Management Combinations Framework [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This conceptual article uses a typology approach (Cornelissen, 2017; Jaakkola, 2020) to organize 16 combinations of management and leadership that vary depending on the development (undeveloped/unexhibited, minimally developed, moderately developed, and highly developed) of both management and leadership. This framework can organize prior research, inform and stimulate future research, and support efforts to identify and meet organizational needs. This poster session is appropriate for introductory, intermediate, and advanced researchers and practitioners.

Speaker



Ally St. Aubin
Research Assistant; Graduate Student | University of Houston

Job Analytic Comparisons of Short-Haul and Long-Haul Truck Drivers - (Session ID 386)

1:00 PM – 1:50 PM

TESTING/ASSESSMENT

POSTER SESSIONS

Poster Board # 27

Authors: Warren, C., Hall, D., Lloyd, J., & Shoemaker, M. (2024). Job Analytic Comparisons of Short-Haul and Long-Haul Truck Drivers [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study used data-driven best practices to identify the most critical personality traits and competencies for short-haul and long-haul truck drivers. With data from a midwestern transportation company, authors found that several characteristics were rated similarly across both jobs, but there were distinctions related to interpersonal and goal orientation. Delineation of the characteristics required for specific truck driving roles contributes to organizations' ability to hire good candidates and prevent bad hires that may result in more accidents on the road and unwanted turnover.

Speakers



Deidre Hall
Talent Analytics Consultant | Hogan Assessments



Cody Warren
Senior Consultant | Hogan Assessments

Work Design and Physician Experience in a Novel Hybrid General Internist Job - (Session ID 746)

1:00 PM – 1:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 32

Authors: Kennel, V., Navarette, C., Wardian, J., Parker, J., Vokoun, C., Witt, R. (2024). Work Design and Physician Experience in a Novel Hybrid General Internist Job [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Novel internal medicine jobs are needed to meet demands for primary care while addressing physician job satisfaction and burnout. In the hybrid general internist job, physicians alternate monthly between inpatient and outpatient roles. This qualitative study explored 11 hybrid general internists' work experiences. The variety of work increased job satisfaction. Inpatient/outpatient role separation in time/space created manageable workloads, despite handling the outpatient clinic inbox during inpatient months. Dynamic but predictable work schedules contributed to autonomy and work-life balance.

Speaker



Victoria Kennel
Assistant Professor | University of Nebraska Medical Center

Skill Composition in the U.S. Labor Market: A Latent Profile Analysis - (Session ID 882)

1:00 PM – 1:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 33

Authors: Miles, A. F., Koleda, L. & DeOrtentiis, P. S. (2025). Skill composition in the U.S. labor market: A latent profile analysis [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors applied latent profile analysis to 17 skills importance scores for occupations in the U.S. labor market (N = 832). Based on skill requirements, occupations can be grouped into 1 of 3 profiles: mechanical-physical, balanced, and scientific thinking. Profile membership was significantly related to wage, educational requirements, and project employment change at the national level. Future research directions and implications for job seekers and educational institutions are discussed.

Speaker



Ahleah F. Miles
Research Associate | Michigan State University

Who Will Succeed in Hybrid and Remote Work? Selecting and Training Key Competencies - (Session ID 1298)

1:00 PM – 1:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 9

Authors: Aldana, A.J., & O'Neill, T.A. (2025). Who will succeed in hybrid and remote work? Selecting and training key competencies.

This poster reviews critical competencies for remote and hybrid workers. It describes several key competencies, the beneficial outcomes that each has been associated with, how it presents in remote and hybrid work, sample indicators of the competency in a remote or hybrid context, the trainability of the competency, and potential selection tools that may effectively assess it. The submission ends with a roadmap for determining whether to incorporate a given competency into selection and/or training when hiring remote and hybrid workers.

Speaker



Aliza Aldana
PhD Student | University of Calgary

GPT-Assisted Task Analysis: A Case Involving Manufacturing Technicians - (Session ID 1555)

1:00 PM – 1:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 19

Authors: Cassell, D., Wang, R. & Gorman, B. (2025). GPT-assisted task analysis – a case involving manufacturing technicians [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study explores the application of generative AI models to task analysis for manufacturing technicians, aiming to automate and improve the classification of tasks across industries. Using job descriptions from Indeed.com, the research identifies key task themes and analyzes their prevalence in various sectors. Findings reveal varying emphasis on themes like quality assurance, technical skills, and safety across industries, providing insights into evolving job requirements. This approach seeks to enhance task analysis efficiency and better understand the role of manufacturing technicians.

Speaker



David Cassell
Data Scientist | Deloitte

Using LLM to Develop Occupational Interest Profiles - (Session ID 1653)

1:00 PM – 1:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 21

Authors: Yan, Z., Chu, C., Rounds, J., & Lewis, P. (2024). Using LLMs to Develop Occupational Interest Profiles [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study explores the use of large language models (LLMs) for generating occupational interest profiles (OIPs) based on Holland's RIASEC model, a framework for vocational assessment. Traditional methods, such as expert evaluations and machine learning, face scalability challenges and lack theoretical integration. By utilizing LLMs, this research generates OIPs for 216 occupations using 4 distinct theoretical frameworks of the RIASEC model. These profiles are evaluated against existing ratings to assess LLMs' effectiveness in producing scalable, theory-driven OIPs.

Speaker



Zihan Yan
UIUC

Investigating the Effectiveness of Student's t-Test Under Heterogeneity of Variance - (Session ID 188)

1:00 PM – 1:50 PM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 22

Authors: Nelson, H. & Brown, R. (2025). Investigating the Effectiveness of Student's t-Test Under Heterogeneity of Variance [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

One criticism for the use of Student's t-test is when the assumption for heterogeneity of variance is violated. A Monte Carlo analysis was performed to observe a range of conditions to identify fluctuations in the proportion obtained significant results for two conditions: no mean difference compared to alpha and nominal mean differences compared to expected power. Results indicate that conditions with extreme differences in sample characteristics will produce results comparable to homogenous sampling conditions. Losses in statistical power decreased with larger population mean differences.

Speaker



Hayden Nelson
Graduate Fellow | University of Illinois Urbana Champaign

Gender and Age Measurement Equivalence of the Abusive Supervision Scale - (Session ID 251)

1:00 PM – 1:50 PM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 23

Authors: McCord, M. A. & Sawhney, G., & Corwin, E. (2024). Gender and age measurement equivalence of the abusive supervision scale [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Different groups may have different standards for what constitutes abusive supervision and may interpret instances of abusive supervision differently. Using a dataset of 101 samples (N = 34,004), authors assessed measurement equivalence of the abusive supervision scale for gender and age. Results supported configural invariance but not metric invariance. This suggests that observed means on the abusive supervision scale across men and women, and likewise between younger and older employees, are not comparable due to nonequivalence.

Speaker



Mallory McCord
Assistant Professor of Industrial/Organizational Psychology | Old Dominion University

Small Sample? No Problem! Using Permutation Testing for Adverse Impact Analysis - (Session ID 263)

1:00 PM – 1:50 PM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 1

Authors: Rolwes, P. J. & Martin-Raugh, M. (2024). Small Sample? No Problem! Using Permutation Testing for Adverse Impact Analysis [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States

Small sample sizes are a common issue in I-O psychology, limiting statistical power and increasing the risk of errors. This study examines permutation testing for adverse impact analysis in small sample settings. Permutation testing, a nonparametric method, is well-suited for small samples due to fewer assumptions. Authors compared it with other methods of adverse impact analysis across 3 organizational datasets. Results show permutation testing outperforms the 4/5ths rule by avoiding false positives in small samples, making it a practical tool for small sample analysis in I-O psychology.

Speaker



Patrick Rolwes
CodeSignal Inc.

Modeling Latent Constructs in SJT Using Pseudo-Factor Analysis - (Session ID 276)

1:00 PM – 1:50 PM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 24

Authors: Huynh, C., Elfeki, Y., & Sijan, M. (2025). Modeling Latent Constructs in SJTs Using Pseudo-Factor Analysis [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study applies pseudo-factor analysis (PFA) to model latent constructs in situational judgment tests (SJTs) without empirical data. Using natural language processing and transformer models, PFA was applied to SJT items across work, education, and personal health contexts, modeling mastery/learning, performance approach, and performance avoidance. A Shiny app generated text embeddings and analyzed cosine similarities. Results showed stronger correlations for performance approach and avoidance, highlighting PFA's potential for SJT psychometrics and refinement.

Speakers



Yasmine Elfeki
PhD Student | Virginia Tech



Christopher Huynh
Industrial-Organizational Psychology PhD Student | Virginia Tech

CANCELLED: Range Restriction: A Review and Revisitation of the Issue as a Missing Data Problem - (Session ID 283)

1:00 PM – 1:50 PM

CANCELLED SESSION

Poster Board # 25

Authors: Glerum, D. R., & Howardson, G. N. (2025). Range restriction: A review and re-visitation of the issue as a missing data problem [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

A debate on corrections for range restriction has once again been rekindled in industrial and organizational psychology (Oh et al., 2023; Sackett et al., 2022). Despite the constructiveness of this debate, there is an opportunity to reconcile the understanding of range restriction and consider developments from other disciplines. After conducting a review of range restriction applications and correction approaches, work revisiting the issue as a missing data problem (Newman, 2014; Wiberg & Sundström, 2009) is discussed along with promising new directions for future research in this area.

The What, How, and Benefits to Propensity Score Matching (PSM) in I-O Psychology - (Session ID 451)

1:00 PM – 1:50 PM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 28

Authors: Fleck, C. R., Johnson, C. M., Fine, R. D., Albu, A., & Rains, C. (2024). The what, how, and benefits to propensity score matching (PSM) in I-O Psychology [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Propensity score matching (PSM) is a rigorous, high-quality technique that is used to control for selection bias, minimize data loss, help identify a pseudorandomized control group. It has predominately been leveraged in the medical field when the ability to run randomized control trials is limited. This is a conceptual poster to educate I-O psychology practitioners about PSM to include what it is, how it has been used, and the benefits and cautions practitioners should be aware of when using the method.

Speaker



Christina Fleck
People Analytics - Strategic Research and Program Evaluation Leader | Deloitte

Examining the Reliability of Content Validation Ratings: SMEs or Naïve Raters? - (Session ID 655)

1:00 PM – 1:50 PM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 30

Authors: Tosto, P. A., Amistad, C., McAbee, S. T., & Zickar, M. J. (2025). Examining the Reliability of Content Validation Ratings: SMEs or Naïve Raters? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study assessed the intrarater reliability of content validation ratings, comparing data from SMEs with that of naïve raters. Using work engagement, job involvement, workplace social support, and task variety as constructs, participants completed a sorting task content validation twice, 1 month apart. Intrarater reliability was computed using Cohen's kappa and G-Index (GI). Results showed strong consistency for both groups, but SMEs provided more consistent ratings (GI = .86) than naïve raters (GI = .64), suggesting SMEs may offer higher quality content validation data.

Speaker



Pasquale Tosto
Assessment Analytics Intern | Aon

Influence of Parsimony in Predicting Turnover Intention: ML Versus Regression - (Session ID 661)

1:00 PM – 1:50 PM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 31

Authors: Figueiras, D. & Bixter, M. (2024, April). Influence of Parsimony in Predicting Turnover Intention: ML vs Regression. [Poster Presentation], Society for Industrial and Organizational Psychology, Reading, CO.

This research explores the debate between regression models and machine learning (ML) in predictive modeling, focusing on sample size and variable count. Study 1 examines how these factors affect accuracy, hypothesizing ML performs better with larger datasets and more variables. Study 2 investigates whether adding work-related psychological constructs enhances ML's accuracy in predicting turnover intention compared to biodata alone. Data from federal employees and MTurk compare ML algorithms with regression, offering insights for predictive modeling.

Speaker



Diego Figueiras
Associate Measurement Scientist | ETS

Reexamining the Factor Structure of Work–Family Conflict - (Session ID 893)

1:00 PM – 1:50 PM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 34

Authors: Sanger, R. K., Stephens, A. B., Bain, C. M., Helmy, Y., Delafield, C. S., Snyder, L. A. (2025, April). Re-examining the Factor Structure of Work-Family Conflict [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO.

This study evaluated the factor structure of Carlson et al.'s (2000) multidimensional measure of work–family conflict. The factor structure was examined through exploratory factor analysis, confirmatory factor analysis, and structural equation modeling. Ultimately, authors evaluated several factor models in the first order, hierarchical, and bifactor models with and without the behavioral type of conflict. Ultimately, it is recommended that researchers utilize a hierarchical or bifactor model as they have adequate model fit and offer greater flexibility.

Speaker



Rachel Sanger
Graduate Research Assistant | University of Oklahoma

Deciphering Social Desirability: Integrating Machine Learning and Eye Tracking - (Session ID 916)

1:00 PM – 1:50 PM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 35

Authors: Guo, F., Ho, B., Eschman, B., & Filetti, M. (2025). Deciphering Social Desirability: Integrating Machine Learning and Eye-Tracking Approaches [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study explores innovative methods for examining social desirability (SD) bias in personality assessments through the integration of machine learning and eye-tracking technologies. Machine learning models demonstrate strong predictive capabilities, whereas eye-tracking reveals the cognitive processes involved in item responses. Together, these approaches offer novel insights (e.g., identifying semantic cues and visual attention patterns) into SD bias and uncover the underlying decision-making mechanism in survey responses.

Speaker



Feng Guo
Assistant Professor | University of Tennessee At Chattanooga

Validation of the State Interest and Deprivation Epistemic Curiosity Scales (SIDECS) - (Session ID 1042)

1:00 PM – 1:50 PM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 3

Authors: Rice, J. D., Day, E. A., North, M. N., Lue, J. C., & Choi, B. (2024). Validation of the State Interest and Deprivation Epistemic Curiosity Scales (SIDECS) for complex skill learning [poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This lab study furthers the validation of the State Interest and Deprivation Epistemic Curiosity Scales (SIDECS; Rice, 2023). Using a complex videogame for a criterion task and a task-change paradigm (N = 422 undergraduates, 63% male), structural validation supported a 4-factor model with both interest and deprivation dimensions bifurcated into cognitive and emotional components over the conventional interest-deprivation 2-factor model. Scale scores also incrementally accounted for game learning beyond cognitive ability, prior experience, Big 5 personality, and trait curiosity.

Speaker



Josha Rice
Graduate Teaching Assistant | University of Oklahoma

Completing Rotter's Sentences to Create an Objective Measure of Maladjustment - (Session ID 1044)

1:00 PM – 1:50 PM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 4

Authors: Kren, M. J. & Hurtz, G. M. (2024). Completing Rotter's Sentences to Create an Objective Measure of Maladjustment [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Employee maladjustment can negatively impact interpersonal work behavior and reactions to work stress. In this study authors modified the outdated Rotter Incomplete Sentences Blank (RISB) into a closed-ended measure of maladjustment, using factor analysis and item analysis to evaluate the new measure and trim ineffective items. Convergent and discriminant validity evidence supported the interpretation of scores as measuring maladjustment. Future directions in developing the measure are discussed, including using Rotter's sentence stems as templates to generate many alternate items and forms.

Speaker



Milena Kren
Assistant Manager | WCB LLC

Measuring Empathy in Leadership the Development and Validation of an Improved Measure - (Session ID 1050)

1:00 PM – 1:50 PM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 5

Authors: King, K., Holm, L., Ward, T., & Notari, C. (2025). Measuring Empathy in Leadership: The Development and Validation of an Improved Measure [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

High levels of empathy in leadership (EiL) enhance effectiveness, yet few measures exist specifically for organizational contexts. This study aims to address this gap by developing a measure with 3 subconstructs: emotional identification, cognitive behavioral, and social interaction. Authors performed item reduction through substantive validity analysis (Anderson & Gerbing, 1991) and conducted a confirmatory factor analysis with 121 participants. Results indicated good fit, and authors will pursue a replication study to assess predictive validity.

Speaker



Katherine King
Research Associate | Elmhurst University/ Human Resources Research Organization

A Psychometric Evaluation of the Terrain Orientation Task - (Session ID 1059)

1:00 PM – 1:50 PM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 6

Authors: Owen, T., Jamison, L., Melick, S., Foroughi, C., Sibley, C., Strong, K., & Coyne, J. (2024). A psychometric evaluation of the terrain orientation task [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Spatial ability has been selected for in pilots for over 100 years. The terrain orientation task (TOT) may replace the current spatial ability measure for selecting naval aviators, the direction orientation task (DOT). This study psychometrically evaluates the TOT. Results suggest the TOT has adequate psychometric properties, convergent, and predictive validity. The TOT has greater convergent and predictive validity compared to the DOT. The TOT provides incremental validity over the academic qualification rating, which is used for aviator selection. The TOT should replace the DOT.

Speaker



Tyler Owen
Graduate Student | Texas Tech University

Pros and Cons of Compositional Forced Choice Measurement - (Session ID 1126)

1:00 PM – 1:50 PM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 7

Authors: Thielges, A. W., & Zhang, B. (2025). Pros and cons of compositional forced choice measurement [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Compositional forced choice entails the distribution of a fixed number of points across compared personality statements to indicate the degree to which the statement is representative of oneself. Authors compare the psychometric properties of the Likert scale with the 20-point and 100-point compositional forced choice formats, discussing model fit, reliability, convergent validity, and criterion-related validity. In addition, authors examine the favorability of respondent reactions to the compositional forced choice formats and differences in response times across Likert and CFC formats.

Speaker



Austin Thielges
University of Illinois - Urbana Champaign

More Valid, Less Fakable: Examining Contextualization on Personality Assessments - (Session ID 1300)

1:00 PM – 1:50 PM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 10

Authors: Sohn, J., Son, M., & Lee, P. (2025). More Valid, Less Fakable: Examining Contextualization on Personality Assessments [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Dever, CO, United States.

This study investigates the impact of item-contextualization on personality faking in a high-stakes setting. Although personality assessments are crucial for predicting job performance, faking poses significant challenges. Previous research highlights that contextualized items improve criterion-related validity, yet little is known about their effects in high-stakes environments. Results indicate contextualized items showed lower score inflation than noncontextualized items, suggesting reduced faking susceptibility and support for the use of contextualization to improve selection accuracy.

Speaker



Jeeho Sohn

Differential Functioning and Linking Across Terrain Orientation Task Test Forms - (Session ID 1372)

1:00 PM – 1:50 PM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 11

Authors: Jamison, L. K. Owen, T., Foroughi, C., Coyne, J. T., NeSmith, R., & Melick, S. (2025). Differential Functioning and Linking Across Terrain Orientation Task Test Forms [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The terrain orientation task (TOT) is designed to replace the direction orientation task (DOT) in the Aviation Selection Test Battery (ASTB) used by the U.S. military. The DOT was unofficially circulated, reducing its construct validity. The TOT has multiple test forms to combat this. Authors test for differential functioning (DF) across test forms before linking item parameters. No DF due to item ordering was found and results indicate comparable test forms. Along with prior validity results, results indicate that the improved security of TOT could function as a replacement for the DOT.

Speaker



Laura Jamison
Postdoctoral Fellow | Naval Research Laboratory

Workplace Social Courage in the United States, India, and Austria: A Mixture Model It - (Session ID 1373)

1:00 PM – 1:50 PM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 12

Authors: Sturgis, G.D. (2024). Workplace Social Courage in the United States, India, and Austria: A Mixture Model Item Response Theory Application. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

I utilized mixture model item response theory (MMIRT) to determine correlates of latent response grouping on Howard et al.'s (2017) workplace social courage scale. A multinational sample (N = 986) including citizens from the U.S., India, and Austria provided responses. Power distance orientation ($r = -.19$) and uncertainty avoidance orientation ($r = .25$) emerged as statistically significant correlates of group membership.

Comparison of Regularized Regression to Tree-Based Algorithms for Attrition Modeling - (Session ID 1388)

1:00 PM – 1:50 PM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 13

Authors: Hess, R. A., Outland, N., & Gaddie, C. (2024). Comparison of regularized regression to tree-based algorithms for attrition modeling [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This work evaluates the effectiveness of ML methods for attrition modeling using real-world employee data, which includes self-reported, HRIS, and performance-related features. Tree-based (CART, random forest), regularized regression (elastic net, LASSO, ridge regression), and a hybrid tree-regularized regression method (XGBoost) are compared. Predictive accuracy is analyzed to offer practical insights for practitioners in model selection. It is hoped that these results will inform practitioners in model selection and will guide additional research in this growing area of inquiry.

Speaker



Riley Hess
People Analytics Data Scientist | NexRep

Measuring Assignment Similarity Using Sequence-to-Sequence Modeling for Job Design - (Session ID 1469)

1:00 PM – 1:50 PM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 15

Authors: Rigby, J., Thatoi, P., Mitra, R. (2024). Measuring Assignment Similarity Using Sequence-to-Sequence Modeling for Job Design [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Job design, a strategy to restructure employees' work experience, is one strategy to improve employee performance. Although many job design theories incorporate similarity, most self-report tools provide high-level perceptions with limited business implications. This paper generalizes natural language processing methods to learn assignment similarity from their sequential order and known attributes. The measure is validated for recruiters. Results suggest that for the recruiter population, similarity can improve overall recruiter performance but may reduce candidate quality.

Speaker



James Rigby
Research Scientist | Amazon

Algebraic Equations for Computing Pareto Frontiers - (Session ID 1482)

1:00 PM – 1:50 PM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 16

Authors: Goebel, A. P. & Jones, J. A. (2024). Algebraic Equations for Computing Pareto Frontiers [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Pareto frontiers are a useful way of balancing multiple goals during selection system development, however current methods for computing them are opaque and computationally expensive. Authors show that for multi-objective regression problems, the Pareto frontier is an elliptical arc and that Pareto frontiers incorporating an adverse impact constraint are transformations of an elliptical arc. Derivations for the equation of this arc are presented.

Speaker



Allen Goebel

A Pre- and Postpandemic Validation of a Propensity to Work Sick Scale - (Session ID 1521)

1:00 PM – 1:50 PM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 18

Authors: Warren, C.R., Nguyen, C., Chen, L., Aghajanian, Z. A (2024). Pre and Post Pandemic Validation of a Propensity to Work Sick Scale. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study aimed to develop a reliable and valid measure of predicting one's propensity to attend work while sick, with pre and post a global pandemic relationships data. Authors tested convergent and discriminant validity, and in line with predictions the new scale correlated significantly with self-reported attendance at work sick ($r = .468, p < .001$), and with prosocial behaviors ($r = -.185, p = .007$) and self-esteem ($r = -.215, p < .001$). The use of such a measure is recommended to enhance workplace and community safety.

Speaker



Christopher Warren

Professor | California State University, Long Beach

Construct, Convergent and Discriminant Validity for a New Job Boredom Measure - (Session ID 1594)

1:00 PM – 1:50 PM

MEASUREMENT/STATISTICAL TECHNIQUES POSTER SESSIONS

Poster Board # 20

Authors: Treadaway, C. B., Bowling, N. A., Jex, S. (2025). Construct, Convergent and Discriminant Validity for a New Job Boredom Measure [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Job boredom has been thoroughly examined; however, the previous measures of job boredom appear to contain items reflecting constructs related to but not directly measuring job boredom and underwent lackluster validation processes. This study is part of a greater collection of studies to create and validate a new measure of job boredom while directly addressing concerns with the previous measures. This study utilizes an experimental manipulation of boredom to provide evidence for the construct, convergent, and discriminant validities of the new measure of job boredom.

Speaker



Cole Treadaway

Graduate Student | University of Central Florida

How Well Do You Know Yourself? Examining the Impact of Humility - (Session ID 529)

1:00 PM – 1:50 PM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 2

Authors: Cardenas, B., Rolwes, P. J., & Jordan, B. J. (2024). How Well Do You Know Yourself? Examining the Impact of Humility, Gratitude and Forgiveness on Self and Other 360 Ratings [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines the role of humility in leaders' self and other 360-degree ratings. It was found that leaders low in humility overestimate their abilities, showing significant discrepancies between their self-assessments and others' evaluations. In contrast, leaders high in humility exhibit greater alignment between self and others' ratings, leading to higher performance and growth assessments. Findings highlight the value of humility in leadership, suggesting it promotes trust, collaboration, and better leadership outcomes.

Speaker



Patrick Rolwes

CodeSignal Inc.

The Incremental Validity of Feedback Orientation on Performance: Beyond C and g - (Session ID 580)

1:00 PM – 1:50 PM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 29

Authors: Liguori, E. A., Katz I. M., Olenick, J. (2024). The Incremental Validity of Feedback Orientation on Performance: Beyond C and g [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examined the incremental validity of feedback orientation to predict task and contextual performance beyond 2 robust predictors of performance among a sample of 185 adults employed in the United States. It was hypothesized that feedback orientation would display incremental validity to predict contextual (H1) and task performance (H2) beyond conscientiousness and cognitive ability. Subsequently, it tested if feedback orientation could ameliorate the effects of adverse impact (H3). Results supported Hypotheses 1 and 2 but did not support Hypothesis 3.

Speaker



Elissa Liguori

Assessment Solutions Associate | Aon

Rater Calibration Meetings: The Employee Perspective - (Session ID 928)

1:00 PM – 1:50 PM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 36

Authors: Roch, S. G., & Sim, W. Y. (2025). Rater calibration meetings: The employee perspective [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Few researchers have investigated rater calibration meetings, consisting of supervisors and relevant others discussing performance ratings, even though many organizations use them. Based on a survey of 217 employees rated either by supervisors or via calibration meetings, we show that employee prefer the familiar rating source. However, those rated via calibration meetings reported that their supervisors were more accountable, had more information, and understood relevant behaviors better, along with higher rating accuracy and appraisal satisfaction, than those rated by supervisors.

Speaker



Sylvia Roch
University at Albany, SUNY

Seekers' Expressed Humility Matters: Seekers' Feedback Seeking as a Catalyst for Feed - (Session ID 1202)

1:00 PM – 1:50 PM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 8

Authors: Zheng, Y. B., Feng, X., Bian, W., Ma, J. Y., & He, Y. (2024). How and when can feedback seeking be a catalyst for givers' creativity? seekers' expressed humility matters. Society for Industrial and Organizational Psychology Annual Conference, Denver, CL, United States.

Drawing on coercive vicarious learning (CVL) theory, authors conceptualize feedback seeking and giving as CVL processes captured by givers' individual work reflection. Seekers' expressed humility strengthens positive relationships between feedback seeking and giving, as well as between feedback giving and individual work reflection, which, in turn, is positively related to givers' creative problem-solving capacity and creativity. Using a 3-wave field survey among 270 supervisor-subordinate dyads, authors demonstrate support for arguments.

Speaker



Yinbo Zheng
University of Georgia

Introducing Feedback Expectancy and Testing its Factorial Validity - (Session ID 1433)

1:00 PM – 1:50 PM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 14

Authors: Priest, R., Beck, J., & Schmidt, A. (2025). Introducing Feedback Expectancy and Testing its Factorial Validity. Poster presented at the 2025 Society for Industrial-Organizational Psychology conference, Denver, CO.

Authors conduct 2 studies to introduce a construct called feedback expectancy, defined as the anticipated consequences of a feedback episode. Through exploratory factor analysis, Study 1 produced a reduced set of items to represent 7 dimensions. Study 2 administered these items to a different sample to confirm their dimensionality. Results indicated that the 7-factor structure fit well ($\chi^2(168) = 330.56, p < .001; CFI = .97, RMSEA = .05, SRMR = .04$), thereby preparing future research programs into feedback expectancy to better explain how feedback is provided.

Speaker



Reed Priest
Teaching Assistant & Research Assistant | University of Minnesota

Feedback and Self-Regulation: A Gendered Perspective - (Session ID 1486)

1:00 PM – 1:50 PM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 17

Authors: Pinsk, E.V. & Gonzalez, M.F. (2024). Feedback and Self-Regulation: A Gendered Perspective [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study investigates whether gender affects the impact of performance feedback on psychological detachment, emotional exhaustion, and job self-efficacy. A sample of 177 adults from Prolific was randomly assigned to negative, positive, or no feedback (control) groups and asked to recall a relevant experience. Results showed that men had greater psychological detachment in the control group, but both genders had similar levels of detachment in positive and negative feedback conditions. The findings highlight the importance of tailoring feedback strategies to enhance employee well-being.

Speaker



Emily Pinsk
Graduate Assistant | Montclair State University

Exploring Occupational Calling: Insights, Challenges, and Paths to Fulfillment - (Session ID 329)

1:00 PM – 1:50 PM | Location: 205

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: Vosika, E. C. (Chair), Britt, T.W. (Co-Chair), & Kuykendall, L.E. (Discussant) (2025). Exploring occupational calling: Insights, challenges, and paths to fulfillment [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Occupational calling has long been considered a vital component of personal fulfillment and career success. The aim of this symposium is to collectively explore the duality of occupational calling and to deepen understanding of calling dynamics by addressing the benefits, complexities, and potential downsides of perceiving and living out a calling. Insights from this symposium will contribute to the broader understanding of occupational calling and offer practical implications for fostering fulfillment while addressing its potential challenges.

Speakers



Thomas Britt
Professor | Clemson University



Sally Hoffman
Graduate Assistant | The University of Tennessee at Chattanooga



Lauren Kuykendall
George Mason University



Emma Vosika
Graduate Instructor of Record | Clemson University



Steven Zhou
Incoming Assistant Professor of Psychology | Claremont McKenna College



Jingyu Zhang
University of Florida



Danielle West
Graduate Student | Colorado State University

Unique Challenges and Opportunities for Women in the Modern Workplace - (Session ID 599)

1:00 PM – 1:50 PM | Location: 405/406

INCLUSION/DIVERSITY

Authors: Burke, V. (Co-Chair) & Roux, S. M. (Co-Chair). (2025). Unique Challenges and Opportunities for Women in the Modern Workplace [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Women face unique challenges and opportunities at work due to gender biases and discrimination. Research investigating these experiences identify major power and status disparities between men and women in the workplace. This symposium presents research on these challenges and opportunities through a power lens. In doing so, authors assess both formal (i.e. leadership) and informal power dynamics (i.e. sexual harassment and gender norms) at play that influence the experiences of working women.

Speakers



Kristen Black
University of Tennessee at Chattanooga



Vanessa Burke
Assistant Professor of Psychology | Louisiana State University



Caroline Deal
University of South Florida



Heidi Pincock



Sydney Roux
Graduate Student | Louisiana State University

Who's in Charge Here? Personality-Based Leadership Emergence and Effectiveness - (Session ID 295)

1:00 PM – 1:50 PM | Location: 304

PERSONALITY

Authors: Winterberg, C. A. (Chair), & Hogan, R. (Discussant). (2025). Who's in charge here? Personality-based leadership emergence and effectiveness.

Leadership is critical to successful organized human conduct. However, the characteristics that help one achieve leadership status do not always help one succeed as a leader. Therefore, identifying individual differences that uniquely contribute to leadership expectations and outcomes across contexts promises practical insights for organizations, leaders, and aspiring leaders. The papers in this symposium contribute to the leadership literature by uncovering personality characteristics that shape leader expectations, emergence, and effectiveness in different contexts.

Speakers



Nathan Baker



Nicole Dickie
Senior Consultant - International Distributors | Hogan Assessments



Sampoorna Nandi
Senior Researcher, PELICAN Lab | The University of Texas at Arlington



Chase Winterberg
Director of the Hogan Research Institute | Hogan Assessments



Ryne Sherman
Chief Science Officer | Hogan Assessment Systems

Partner Showcase: Valence - Personalized Coaching for Modern Managers: AI's Role in Developing Tomorrow's Leaders

1:00 PM – 1:50 PM | Location: 301

SPONSORED

AI is fundamentally reshaping how we work, but what does that mean for talent development and leadership at large? Join Valence CEO, Parker Mitchell, as he reveals how Nadia, the most trusted and widely deployed AI coach among the Fortune 500, is transforming manager support.

- Discover powerful insights from global talent leaders and AI experts on the future of work when everyone has AI
- Understand Nadia's unique capacity for personalization and collaboration at scale
- Learn why forward-thinking enterprises need specialized AI for management behaviors

Speaker



Parker Mitchell
CEO & Co-Founder | Valence

New Frontiers in Work-Family Benefits and Practices (Session ID 800)

1:00 PM – 1:50 PM | Location: 207

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Mandeville, A. M., Liu, J. T., & Manegold, J. G. (Co-Chairs) (2025). New frontiers in work-family benefits and practices [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver CO, United States. Van Fossen, J. A. (2025). Segmentation supplies and parent identity for supporting transitions to work differ for mothers and fathers. French, K. A., Ramirez, T., Fletcher, K. A., Bostwick, M. L. (2025). How well do people know their family-friendly benefits in the U.S.? Mandeville, A. M., Liu, J. T., & Manegold, J. G. (2025). The framing effect on parental leave policies.

Family-friendly benefits and practices in organization have captured both research and practitioner interest, especially in the post-COVID-19 era. This symposium highlights the multifaceted nature of these benefits and their impact on important employee and organizational outcomes by presenting four studies around the theme of working parents, work-family transitions, and family-friendly benefits. In doing so, we highlight both critical and novel practices for organizations to implement to enhance the success of working parents and leverage their talents for organizational success.

Speakers



Ashley Mandeville
Associate Professor of Management | Florida Gulf Coast University



Jenna Van Fossen
Assistant Professor | Clemson University



Kimberly French
Assistant Professor | Colorado State University

Exploring Diversity in Teams: Gender, Status, and Reactions to DEI Initiatives - (Session ID 1167)

2:00 PM – 3:20 PM | Location: 407

INCLUSION/DIVERSITY

Authors: Owens, T. (Chair), Ruggs, E. (Co-Discussant), & Olenick, J., (Co-Discussant). (2025). Exploring Diversity in Teams: Gender, Status, and Reactions to DEI Initiatives [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session provides a blend of academic research dissemination and professional development for graduate students, focused on diversity in teams, featuring 4 papers first authored by graduate students that explore gender diversity, status diversity, and reactions to diversity, equity, and inclusion initiatives within team settings. Following the paper presentations, participants will engage in breakout discussions and a research incubator to develop new ideas related to team diversity. Interactive discussions will be facilitated to encourage collaboration and feedback.

Speakers



Javon Davis
University Of Georgia



Jeffrey Olenick
Assistant Professor of Organizational Psychology | The University of Georgia



Tiffany Owens
Doctoral Student | University of Houston - C.T. Bauer College of Business



Enrica Ruggs
Associate Professor of Management | University of Houston



Dillon Stewart
Graduate Student | Rice University

Better Feedback Through Technology - (Session ID 348)

2:00 PM – 3:20 PM | Location: 205

TECHNOLOGY

Authors: Riordan, B.G., Baker, N., Kraus, A., Young, S., Strong, B., Groves, A., & Harrison, C. (2025). Better feedback through technology. Session submitted to the 2025 SIOP conference, Denver, CO. Baker, N., Elicker, J., & Levy, Paul (2024). Does feedback modality matter? An investigation of the effects on reactions to negative feedback and the role of source credibility and employee implicit mindset.

Feedback is core to the performance and development of people and organizations. Self-doubt, anxiety, and lack of skill can get in the way of effectively giving, receiving, and using feedback. In this alternative format session, authors explore ways that technology makes feedback easier to give, ask for, and use. Presenters from academia and practice will share research and interventions that use technology to create higher-quality feedback exchanges. The audience will break into groups where they can ask questions, share their own ideas, and explore ways technology can enhance feedback processes.

Speakers



Nicole Baker
MA/PhD student | University of Akron



Abbie Groves
Director, People Analytics & Insights | Target



Charmane Harrison
Director Talent Development | Akron Children's Hospital



Aaron Kraus
Senior Director, HR | Vertex



Brodie Riordan
Ocular



Bailey Strong
Talent Assessment and Development Consultant | Caterpillar Inc.



Dr. Stephen F. Young
Global Head, Employee Experience and Assessments | Caterpillar Inc.

Leveraging LLMs for Employee Engagement: A Reproducible Approach - (Session ID 1410)

2:00 PM – 3:20 PM | Location: 705/707

MEASUREMENT/STATISTICAL TECHNIQUES

Authors: Pelosi, E. M., & Osborne, D. G. (2025). Leveraging Large Language Models for Employee Engagement: A Reproducible Approach [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The increasing development of large language models (LLMs) presents an opportunity to efficiently analyze large amounts of unstructured text. This interactive session provides a method for conducting qualitative analyses using data from large-scale employee engagement surveys (>10,000 participants). Using LLMs in conjunction with qualitative research methods, authors demonstrate a process for synthesizing large qualitative datasets to deepen our understanding of employee engagement, contributing to I-O research/practice by providing modern tools to further our understanding of the workplace.

Speakers



Emily Pelosi
Research Manager | Apple



Diana Wolfe
Head of Research, R&D | Avanade

CANCELLED: AI Agents in I-O Psychology: Applications, Methods, and Implications - (Session ID 1256)

2:00 PM – 3:20 PM | Location: 702/704/706

POSTER SESSIONS

Authors: Akben, M. (2025). AI agents in industrial-organizational psychology: Applications, methods, and implications [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This interactive session introduces participants to the emerging field of AI agents based on large language models (LLMs) and their potential applications in I-O psychology research and practice. Through demonstrations, recent studies, and hands-on exercises, attendees will gain knowledge of LLM capabilities, methods for creating AI agents, and their implications for social science research. The session will cover both basic and advanced concepts, suitable for researchers, practitioners, and graduate students.

How to Serve as an Expert Witness: Basics, Issues, Examples, and Practical Tips - (Session ID 756)

2:00 PM – 3:20 PM | Location: 601

TESTING/ASSESSMENT

Authors: Wiesen, J. P. (2025). How to Serve as an Expert Witness: Basics, Issues, Examples, and Practical Tips [Master Tutorial] Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This overview for new experts in Title VII cases will cover: ethics, court case anatomy and time line, communicating with attorneys, terminology, qualifying as an expert, report writing, depositions, direct and cross examination, legal bibliographic citations, billing, maintaining files, and so on. Practical and professional tips and examples from actual court cases will be provided, some as handouts.

Speaker



Joel Wiesen

Director | Applied Personnel Research

Post-doctoral Pathways: Elevating Careers in I-O Psychology - (Session ID 668)

2:00 PM – 3:20 PM | Location: 708/710/712

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: Hysong, S.J. (Chair), Hughes, A., Arredondo, K., & Gardner, A. (2025). Post-doctoral Pathways: Elevating Careers in I-O Psychology. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session will present viewpoints from I-O psychologists who have participated in postdoctoral fellowships from different perspectives. Topics will include postdoc stigma in I-O, different types of postdoc opportunities, benefit of postdoc training in highly specialized industries, how to get the most of out your postdoctoral fellowship.

Speakers



Dr. Aimee K. Gardner

Associate Dean for Faculty Development | University of Colorado School of Medicine



Sylvia Hysong

Senior Research Health Scientist | Michael E. DeBakey VA Medical Center

Pay Equity in the New Administration – Mainstays and New Directions in Investigations - (Session ID 1200)

2:00 PM – 3:20 PM | Location: 401/402

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Clements, L. (Chair), Kuang, D., Marentette, B., Carnahan, T. (2025). Pay Equity in the New Administration – Mainstays and New Directions in Investigations [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session will present a discussion about the current trends and changes in pay equity investigations, primarily by the EEOC, under a new presidential administration. Topics will include how similarly situated groups are defined, the pay variables of interest, and the statistical methods utilized when multiple years of pay data are analyzed. The panel of I-O psychologists and a former agency staff member and attorney will discuss critical considerations for pay equity analysts when interacting with the new administration or advising clients on enforcement trends.

Speakers



Thomas Carnahan

Senior Manager, People Insights | Berkshire Associates



Dan Kuang

Director | Resolution Economics



Brian Marentette

Director, People Insights | Berkshire Associates

Process Versus Construct Theory, Layers of Explanation, and Causal Inference - (Session ID 260)

2:00 PM – 3:20 PM | Location: 203

GROUPS/TEAMS

Authors: Chao, G. T. & Kuljanin, G. (Co-Chairs), Braun, M. T., Grand, J. A., & Kozlowski, S. W. J. (2025). Process vs. Construct Theory, Layers of Explanation, and Causal Inference [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Theories that are designed to explain phenomena in I-O psychology are constrained by their focus and modality. Construct theories are narrative descriptions of the covariance among factors and variables. In contrast, process theories use computational formulae or programming to describe action/event sequences and their underlying generative mechanisms. The purpose of this session is to provide a firm understanding of how process versus construct theories explain phenomena in organizations. An example illustrates these different perspectives and implications for causal inference are discussed.

Speakers



Dr. Michael T. Braun

Associate Professor of Management | DePaul University



Georgia Chao

University of South Florida



James Grand

Associate Professor | University of Maryland



Steve Kozlowski

World Class Scholar & Distinguished University Professor | University of South Florida

Implementing Evidence-Based Diversity, Equity, and Inclusion Interventions at Work - (Session ID 1132)

2:00 PM – 3:20 PM | Location: 405/406

INCLUSION/DIVERSITY

Authors: Yuan, N. (Co-Chair), Taylor, A.S. (Panelist), Cheung, H. (Panelist), Solis, L. (Panelist), Dueland L.B. (Panelist), & Lumbreras, J. (Panelist) (2025). Implementing Evidence-based Diversity, Equity, and Inclusion Interventions at Work [Panel]. Society for Industrial-Organizational Psychology Annual Conference, Denver, CO, United States.

This panel focuses on effective, evidence-based diversity, equity, and inclusion (DEI) interventions at work, emphasizing the critical role of measurement in assessing progress and outcomes. DEI interventions operate at 3 levels—macro (organization), meso (subsystems, e.g., hiring), and micro (individual attitudes)—so authors explore how each level involves distinct intervention approaches. By integrating insights from academia and practice, the panel offers concrete suggestions on how measurement can shape DEI interventions, evaluate their effectiveness, and guide future improvements.

Speakers



HK Cheung

Assistant Professor | University of Calgary



Laura Brooks Dueland

Co-founder | Inclusion Analytics, LLC



Jorge Lumbreras

Assistant Professor of Industrial-Organizational Psychology and Director of Research | Seattle Pacific University



Lorena Solis

UConn



Alvan Yuan

University of Calgary



Aisha Taylor

Founder and CEO | Taylor-Made Strategies

Academic-Industry-Government Partnerships: Coconstructing Resources and Capabilities - (Session ID 954)

2:00 PM – 3:20 PM | Location: 503/504

JUDGMENT/DECISION MAKING

Authors: Thomas, R. (Co-Chair), Wittman, S. (Co-Chair), Bliese, P., Kautz, L., Lane, A., & Ruark, G. A. (2025). Forging academic-industry partnerships: Co-constructing resources and capabilities [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors extend a discussion on academic-industry research partnerships, which attracted 80+ audience members at SIOP 2024. Practitioners from a Fortune 100 company (AbbVie), a \$100 million+ nonprofit (Melwood), and the Army Research Office will join their research partners from 2 universities and the audience to discuss how to coconstruct distinct resources and capabilities across different research collaborations. Focus will be on tailored partnerships that bridge the research–practice gap, and bring coconstructed, long-term value for academics, practitioners, and funders alike.

Speakers



Larysa Kautz

Board Member | Student Life Advisory Board



Angela Lane

Adjunct Professor | IE University



Gregory Ruark

Program Manager, Humans in Complex Systems Competency | U.S. Army DEVCOM Army Research Laboratory



Russell Thomas

Graduate Student | George Mason University



Sarah Wittman

Assistant Professor of Industrial-Organizational Psychology (by courtesy) | George Mason University - College of Humanities an...

Breaking Through the Bamboo Ceiling: Asian American Leadership in the Workforce - (Session ID 979)

2:00 PM – 3:20 PM | Location: 701

LEADERSHIP

Authors: Yang, L. (Co-Chair), Yang, Z. (Co-Chair), Yang, L.-Q., Kung, F. Y. H., Ashby Jr., J., & Sachdeva, A. (2025). Breaking through the bamboo ceiling: Asian American leadership in the modern workforce [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This panel will explore the challenges Asian American (AA) leaders face in breaking through the “bamboo ceiling”—barriers that limit their rise to leadership positions. Featuring insights from current AA leaders, scholars, and allies, the panelists will share personal experiences of their leadership progression, actionable strategies for overcoming the bamboo ceiling, and evidence-based solutions for fostering more inclusive leadership pathways. This session aims to empower AA professionals and encourage organizations to create environments that support the growth and success of AA leaders.

Speakers



Jimez Ashby

The Culture Scientist™ | Founder & CEO | Third Eye Synergy



Franki Kung

Associate Professor | Purdue University



Anmol Sachdeva

BTS



Zhixu (Rick) Yang

PhD student | Purdue University



Liu-Qin Yang

Professor of I-O psychology | Portland State University



Laura Yang

Graduate Research Assistant | Portland State University

Not All Heroes Wear Capes: Leading Effective Teams in the Hybrid Work Model - (Session ID 1386)

2:00 PM – 3:20 PM | Location: 507

LEADERSHIP

Authors: Garry, A. M. (Co-Chair), Ha, J. J. (Co-Chair), Ahir, N. P., Brown, M., Christensen, M., Robbins, J., Tedone, A. M., Thompson, A. (2025). Not All Heroes Wear Capes: The Leader’s Role in Supporting Effective Teams in the Hybrid Work Model [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session will present both research-grounded and industry-focused questions to a selected group of panelists regarding their experience with leading teams in the hybrid work model. More specifically, we are interested in understanding the experiences of employees in a hybrid work environment, identifying the challenges that leaders (those in management positions) encounter when leading hybrid teams, and providing practical solutions that leaders may consider adopting to bridge performance gaps to improve the overall employee experience, resulting in effective and productive employees.

Speakers



Matthew Christensen

Human Capital Manager | Deloitte



Andrea Garry

Human Capital Manager | Deloitte Consulting



Joey Ha

Senior Associate, Growth & Strategy | KPMG



Archana Tedone

Assistant Professor | Fairfield University



Arieana Thompson
Senior Leadership Consultant | SIGMA Assessment Systems

Safety First: Cross-Industry Perspectives for Building a Safer Workforce - (Session ID 1060)

2:00 PM – 3:20 PM | Location: 501/502

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Agnello, P., (Chair), Baxley, A. D., DeNunzio, M. M., Oelbaum, Y., Ramdial, K., Scaduto, A., Skinner, J., & Xavier, L. (2025). Safety First: Cross-Industry Perspectives for Building a Safer Workforce [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Every year, millions of workdays are lost, and billions of dollars are spent due to preventable workplace safety incidents. I-O psychologists are in a unique position to have a large impact on the safety of individuals, workforces, and organizations. This panel discussion brings together I-O professionals who have an influence on workplace safety to discuss experiences, best practices, and opportunities ahead. Topics will center around prehire, posthire, and general themes to create knowledge of and action toward improving safety in the workplace.

Speakers



Paul Agnello
Analytics - North America | Aon



Michael DeNunzio
Senior Consultant and Transportation Sector Lead | Aon



Yael Oelbaum
People Data Insights Leader | JetBlue



Krystyn Ramdial
Director of Global Pre-Selection | Procter & Gamble



Anne Scaduto
Talent Assessment Leader | GE Aerospace



John Skinner
Director, Tech Ops Learning Strategy | United Airlines



Luiz Xavier
Delta Air Lines

Cross-Cultural Organizational Behavior: Lesson Learned and Future Directions - (Session ID 384)

2:00 PM – 3:20 PM | Location: 506

JOB ATTITUDES/ENGAGEMENT

Authors: Michele Gelfand (Co-Chair) and Miriam Erez (Co-Chair), (Eds.) (2024). The Oxford Handbook of Culture and Organizations. Oxford: Oxford University Press.

This session will generate a discussion in 4 major research areas in cross-cultural OB, the lessons learned, and future directions, given the dynamic global changes faced and to be faced in the future. These 4 areas are culture and work motivation, culture's interaction with technology in teams, culture and social networks' impact on life domains, and the challenges of global human resource management. The panelists will discuss past research, future directions for science and practice in the face of global challenges, and the interplay among these areas in cross-cultural OB research.

Speakers



Wayne Cascio



Gilad Chen
Professor of Management & Organization | University of Maryland



Miriam Erez
Prof. Emeritus, Vice Dean MBA program, Chair Innovation Center | Technion



Michele Gelfand
Professor | Stanford



Cristina Gibson
Pepperdine University



Mo Wang
University of Florida

Research With Workers at the Margins: A Discussion on Research, Theory, and Advocacy - (Session ID 519)

2:00 PM – 3:20 PM | Location: 709/711

GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES

Authors: Koziel, R. J. (Co-Chair), McEachern, P. (Co-Chair), Thomas C. L. (Co-Chair), Bazzoli, A., Cubrich, M., Phetmisy, C. N., Saxena, M., Snoeyink, M. J., & Watson, G. P. (2025) Research with Workers at The Margins: A Discussion on Research, Theory, and Advocacy. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

In this session, authors examine perspectives on researching work at the margins. This work includes insecure or lower income work, migrant labor, and other nontraditional or substandard work arrangements. These areas are somewhat outside typically considered areas of I-O inquiry. Though important to the field, embarking on work in this area can be difficult. This session shares insights into research practices, considerations, ethics, and perspectives on logistics, publication and review, integrating organizational theory, and advocacy in research from panelists who are active in this area.

Speakers



Andrea Bazzoli
Assistant Professor | Baruch College & CUNY Graduate Center



Marc Cubrich
Senior Consultant | APTMetrics



Ryszard Koziel
Graduate Research Assistant | Saint Louis University



Peter McEachern
Doctoral Student | George Mason University



Cassandra Phetmisy
University of Maryland at College Park



Megan Snoeyink
Consultant | APTMetrics

Shaping Research and Practice: Emerging Methodological Trends and Challenges - (Session ID 219)

2:00 PM – 3:20 PM | Location: 605

MEASUREMENT/STATISTICAL TECHNIQUES

Authors: Köhler, T. (Co-Organizer), Lambert, L.S. (Co-Organizer), Creed, V. (Co-Organizer), Pickering, J.R. (Co-Organizer), Cortina, J.M. (Presenter), DeSimone, J.A. (Presenter), Krasikova, D.V. (Presenter), Stanton, J.M. (Presenter), Tonidandel, S. (Presenter), Williams, L.J. (Presenter). Shaping Research and Practice: Emerging Methodological Trends & Challenges. [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This panel will highlight emerging methodological trends and challenges relevant to the organizational sciences. Each panelist will discuss a specific trend or challenge, before presenting strategies for approaching them. Topics will include issues related to measurement, theory-methods alignment, text harvesting, multilevel analyses, underutilized methodologies, and more. The first half of the session will involve an overview from each panelist regarding the topic they have chosen to discuss. The second half will include a facilitated Q&A session.

Speakers



Jose Cortina

Virginia Commonwealth University



Victoria Creed

PhD Candidate | Oklahoma State University - Department of Management



Justin DeSimone

University Of Alabama



Tine Köhler

Associate Professor for International Management | University of Melbourne



Dina Krasikova

Associate Professor of Management | The University of Texas at San Antonio



Lisa Schurer Lambert

Professor | Oklahoma State University



Jayci Pickering

Doctoral Student | Oklahoma State University, Department of Management



Jeffrey Stanton

Professor | Syracuse University



Scott Tonidandel

University of North Carolina Charlotte



Larry Williams

Texas Tech University

Engagement Wars: Passive Listening Versus Active Surveys—Which Approach Wins? - (Session ID 822)

2:00 PM – 3:20 PM | Location: 403/404

MEASUREMENT/STATISTICAL TECHNIQUES

Authors: Wilson, B., Head, B., Macey, W., Andel, S., Sun, Y., Pearce, M., Rutherford, K., Hollander, J., Markofsky, Z., (2025). Engagement Wars: Passive Listening vs. Active Surveys—Which Approach Wins? [Debate] Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

With growing pressure to stay agile and responsive, the debate over employee surveys versus passive data collection is intensifying. This session brings together I-O psychologists, HR professionals, and engagement experts to explore the future of engagement measurement. With real-time feedback, passive listening technologies, and predictive analytics challenging traditional annual surveys, SIOP attendees will debate the pros and cons of each approach. A concluding expert commentary will offer historical context and practical advice for organizations navigating these evolving methods.

Speakers



Stephanie Andel

Head of Employee Listening | Dell Technologies



Brittany Head

Principal Consultant | Perceptyx



William Macey



Zachary Markofsky

Université de Montréal



Marina Pearce

Senior Director, People Strategy & Analytics | Salesforce



Kevin Rutherford

VP, Professional Services - North America | Welliba



Yuyan Sun

Head of People Analytics | Motive



Bradley Wilson

Perceptyx, Inc.

Criterion Validation in the Digital Age: Perspectives on Hiring System Design - (Session ID 302)

2:00 PM – 3:20 PM | Location: 207

TESTING/ASSESSMENT

Authors: Hunt, S.T., Hansen, A., Hudy, M., Makarouna, E., Martin, N., Oswald, F., Walvoord, A. (2025). Criterion validation in the digital age: perspectives on hiring system design. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors statistically predict posthire job performance. It is often considered the ultimate standard for scientific defensibility of a selection method. Six practitioners and an academician with extensive experience designing, using, and evaluating different types of selection methods discuss how criterion validation is being impacted by the digitalization of recruiting including use of machine learning algorithms, passively collected internet data, online self-report measures, chatbots, and job simulations.

Speakers




Noelle Frantz


Sr. IO Psychologist, Product Management | Phenom





Anne Hansen


Senior Manager, Research Science, Talent Assessment | Amazon


- 

Mike Hudy
Chief Science Officer | HireVue
- 

Steven Hunt
Founder | i3 Talent LLC
- 

Eleonora Makarouna
IO Psychologist | Bryq
- 

Nicholas Martin
Meta
- 

Fred Oswald
Professor | Rice University
- 

Dr. Ashley A. Walvoord
Chief Learning Officer | Verizon

Bridging the Scientist–Practitioner Gap in Human Resources Practices - (Session ID 1503)

2:00 PM – 3:20 PM | Location: 603


STRATEGIC HR/UTILITY/CHANGING ROLE OF HR


Authors: Sorensen, A., Effron, M., Elliott, J.P., Surface, C., and Young, E. (2025). Bridging the Scientist-Practitioner Gap in Human Resources Practices: Integrating Science, Pragmatism, and Best Practices. [Panel Discussion]. Society for Industrial Organizational Psychology Annual Conference, Denver, CO, United States.


This panel discussion explores the gaps between industrial-organizational (I-O) psychology and HR practitioners. Despite I-O psychology's emphasis on the scientist–practitioner model, a disconnect persists between evidence-based practices and traditional HR approaches. The rise of digital transformation in HR often prioritizes simplicity over proven methods, impacting workforce outcomes. Experts from HR, consulting, and SHRM will share insights on bridging these gaps and evolving the model to align with modern HR practices, ensuring it drives business results in a dynamic environment.


Speakers

- 

Marc Effron
President | The Talent Strategy Group
- 

J.P. Elliott
Founder | Future of HR Consulting
- 

Erica Young
Director, Digital Transformation | SHRM
- 

Jana Fallon
Allstate
- 

Aaron Sorensen
Partner - Head of Business Transformation and Chief Behavioral Scientist | Lotis Blue Consulting

Beyond the Skills Ontology: From Ideal to Scaled Implementation - (Session ID 1018)


2:00 PM – 3:20 PM | Location: 304


TESTING/ASSESSMENT


Authors: Imose, R. (Co-Chair), Johnson, D (Co-Chair), Lindgren, C., Solomonson, A., & Vassar, A. (2025). Beyond the skills ontology: From ideal to scaled implementation [Panel]. Society of Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


This session will equip skills practitioners with practical strategies for implementing a skills-based approach within their organizations. Three key areas will be explored, including (a) establishing foundational elements, (b) incorporating skills across talent practices, and (c) scaling to impact the organization. External and internal panelists with experience building or supporting advanced skills approaches will share on the 3. Attendees will be polled to contribute to the discussion and shared learning. The session will inspire participants at all stages of their skills journey.

Speakers

- 

Ruth Imose
Global Skills Strategy Leader | Johnson & Johnson
- 

Chapman Lindgren
Doctoral Candidate | CUNY Graduate Center
- 

Andrew Solomonson
General Manager, Talent Assessment & Strategy | Delta Air Lines
- 

Adam Vassar
Director of Talent Science | CodeSignal

Poster Sessions: Groups/Teams

2:00 PM – 2:50 PM | Location: Mile High Ballroom

GROUPS/TEAMS POSTER SESSIONS

Team Intersectionality to Performance: Diversity, Sexual Harassment, and Cohesion - (Session ID 142)

2:00 PM – 2:50 PM


GROUPS/TEAMS POSTER SESSIONS

Poster Board # 12

Authors: Hatter, K. B. (2025). Team Intersectionality and Performance: The relationship between diversity, sexual harassment, and cohesion [Poster Presentation]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study explores how team compositions impact the prevalence of sexual harassment and its later effects on cohesion and team performance viewed through intersectionality theory. A curvilinear relationship where sexual harassment peaks at moderate diversity and decreases in fully diverse teams was hypothesized. Results show significant indirect effects exist, yet the expected inverted "U" was U-shaped. Team composition significantly influences sexual harassment prevalence, highlighting the importance of diversity in fostering cohesive and high-performing teams.

Speaker

- 

Kristi Hatter

It Isn't the Time...or Is It? A Resource-Based Model Linking Ambidextrous Leadership - (Session ID 311)

2:00 PM – 2:50 PM

GROUPS/TEAMS

POSTER SESSIONS

Poster Board # 1

Authors: Feng, X. (2025). It Isn't the Time...or Is It? A Resource-Based Model Linking Ambidextrous Leadership and Team Effectiveness. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

By integrating the conservation of resources theory (COR) and social information processing (SIP) theory, authors argue that when ambidextrous leaders increasingly implement seemingly conflicting behaviors (i.e., opening and closing behaviors) and switch between them, they simultaneously trigger resource replenishment and depletion effects, thereby altering team functioning. In this process, it is suggested that leader instrumentality is a crucial boundary condition determining whether ambidextrous leadership can generate more positive results.

Building Resilient Teams: A Regulatory Focus-Centered Model - (Session ID 312)

2:00 PM – 2:50 PM

GROUPS/TEAMS

POSTER SESSIONS

Poster Board # 2

Authors: Feng, X. (2025). Building Resilient Teams: A Regulatory Focus-Centered Model. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Drawing on regulatory focus theory and its fit-effect inference, authors propose that 2 team regulatory focuses (i.e., promotion and prevention) play unique roles at different stages of resilience, but the effectiveness is affected by certain team structures (i.e., bureaucracy). They further based on ambidextrous leadership theory to link these regulatory-focus-centered mechanisms with 2 kinds of leader behaviors (i.e., closing and opening). Two separate team samples were obtained from a company undergoing business transformation, and results largely supported hypotheses.

Preliminary Examination of Social Anxiety and Speaking Up in Work Teams - (Session ID 343)

2:00 PM – 2:50 PM

GROUPS/TEAMS

POSTER SESSIONS

Poster Board # 23

Authors: Sechi, G. A., Kom, A. J., Fletcher, K. A., Drose, C., Burnett, C. E., & Garcia, S. (2025). Preliminary Examination of Social Anxiety and Speaking Up in Work Teams [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors examine the impact of social anxiety on speaking up in ad hoc decision-making teams, guided by social self-preservation theory. Those higher in social anxiety anticipated speaking up less, which in turn was linked with fewer perceived opportunities to speak. This then led to lower levels of self-reported actual speaking behaviors. Also analyzed was the relationship between trait social anxiety and perceived physiological arousal with findings following the same pattern but not reaching statistical significance. This holds key implications for team dynamics and emergent leadership research.

Speakers



Allie Kom

Graduate Teaching Assistant | Colorado State University



Gino Sechi

Student | Colorado State University

Leading Autonomous Component Teams in Multiteam Systems: Insights From NASA - (Session ID 382)

2:00 PM – 2:50 PM

GROUPS/TEAMS

POSTER SESSIONS

Poster Board # 24

Authors: Bauer, L., Carter, D.R., Shuffler, M.L., Landon, L.B., Weinberger, C., & Bausman, M. (2024). Leading autonomous component teams in multiteam systems: Insights from NASA [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States

Multiteam systems (MTS) often appear in high-stakes environments like the military and space exploration. Although MTS research often assumes the leadership team has full authority over component teams, extreme contexts, such as a Mission to Mars, challenge that assumption and highlight a need for dynamic allocation of authority among teams. Authors conducted 31 interviews with NASA subject matter experts who are preparing for future missions. Themes extracted from these SME interviews suggested key recommendations for supporting MTS coordination as component teams become more autonomous.

Speaker



Laura Bauer

Graduate Research Assistant | Michigan State University

Swift Trust and Trustworthiness: Ethnic Diversity in Temporary Teams - (Session ID 415)

2:00 PM – 2:50 PM

GROUPS/TEAMS

POSTER SESSIONS

Poster Board # 25

Authors: Roch, S. G., Sim, W. Y., Hicks, J., Byrne, N., Risavi, J., & Schmid, B. (2025). Swift trust and trustworthiness: Ethnic diversity in temporary teams [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Often temporary teams need to establish trust quickly to be effective. Authors explore how team member ethnic diversity relates to swift trust and trustworthiness. Based on 583 participants in 139 teams, despite expectations, increasing ethnic heterogeneity did not relate to decreasing trust and trustworthiness, but trust positively related to satisfaction and affective comment. Post hoc analyses suggest that the relationship between diversity and trust was not linear; one diverse member related to the lowest levels of trust, a relationship that can be explained by the token member literature.

Speaker



Sylvia Roch

University at Albany, SUNY

A Meta-Analytic Comparison of Meeting Loads and Affective Meeting Experience - (Session ID 560)

2:00 PM – 2:50 PM


GROUPS/TEAMS POSTER SESSIONS

Poster Board # 26

Authors: Moon, Y., Rogelberg, S. G., Oh, I. S., Lee, J., & Allen, J. A. (2025). A Meta-Analytic Comparison of Meeting Loads and Affective Meeting Experience [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Although meetings can be demanding for employees, much less is known about the differentiation between meeting experiences and meeting loads on outcomes (i.e., job performance, job attitudes, well-being). To address this issue, authors used meta-analytic approaches to compare the effects of meeting experiences and meeting loads on employee outcomes. Based on 31 independent samples (N = 8,580), it was found that meeting experiences matter more than how long and how many time people have meetings. Additionally, gender, meeting settings, and COVID-19 effects can moderate this relationship.

Speaker



Young-Kook Moon
Assistant Professor | Radford University

Assessing Team Composition: An Examination of the Attribute-Alignment Approach - (Session ID 626)

2:00 PM – 2:50 PM


GROUPS/TEAMS POSTER SESSIONS

Poster Board # 27

Authors: Boemerman, L., Traylor, Z., Keiser, N. (2025). Assessing Team Composition: An Examination of the Attribute-Alignment Approach.

The purpose of this research is to compare the attribute-alignment approach (AAA) to assess team composition to the more common variable-centered and person-centered approaches. Archival data from a longitudinal (three-day) study of complex skill acquisition using a team-based synthetic task environment (n = 21 teams [63 individuals]) provided the basis for this comparison. An assessment of the alignment between general mental ability and self-efficacy does not support the comparative advantages of the AAA.

Speaker



Louis BoEmerman
Pennsylvania State University

Networking Types and Appraisals of Relationship-Oriented Human Resource System - (Session ID 647)

2:00 PM – 2:50 PM

GROUPS/TEAMS POSTER SESSIONS

Poster Board # 28

Authors: Han, S. H., Lee, H., Lee, H. W. (2025). Networking Types and Appraisals of Relationship-oriented Human Resource System [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO., United States.

Authors examine how employees' different networking tendencies interact with relationship-oriented human resource (HR) system and produce diverging appraisals of the HR system. Findings indicate that employees with approach and avoidance networking tendencies differently appraise relationship-oriented HR system, either as challenge or hindrance. Employees with approach networking tendencies appraised it as challenge in Study 2. Employees with avoidance networking tendencies appraised it as challenge in Study 1 and hindrance in Study 2. Results imply employee differences in appraising HR systems.

Speaker



Sang Hoon Han
Ph.D. candidate | The Ohio State University

The Flexible Impact of Member Affect in Brainstorming Groups - (Session ID 719)

2:00 PM – 2:50 PM


GROUPS/TEAMS POSTER SESSIONS

Poster Board # 29


Authors: Yoon, Y.-J., Larson, J. R. Jr., Huntsinger, J. R., Lee, S., Lunn, L. Y., Dover, P. M., & Brown, J. D. (2025, April). The Flexible Impact of Member Affect in Brainstorming Groups. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Across 2 experiments involving 166 triads, authors examined whether the effect of affective states on group creativity would depend on the dominant attentional focus (global vs. local) before mood induction. As hypothesized, when a global attentional focus was initially primed, subsequently putting groups in positive moods led to greater creativity than did putting them in negative moods. In contrast, when a local attentional focus was initially primed, the pattern reversed: Subsequently putting groups in positive moods led to lower creativity than did putting them in negative moods.

Speakers



Ashley Lee
Assistant Professor | William Paterson University of New Jersey



Young-Jae Yoon
Assistant Professor of Psychology | Western Kentucky University

Thriving Through Turbulence: Understanding Team Resilience Dynamics - (Session ID 731)

2:00 PM – 2:50 PM


GROUPS/TEAMS POSTER SESSIONS

Poster Board # 4

Authors: Szabo, K. & Burke, C. S. (2024). Thriving through turbulence: Understanding team resilience dynamics. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Even though adversity has been a central component of team resilience definitions, little is known about how different characteristics of adversity may impact team functioning. The purpose of the paper is to draw from theories within related literatures to better understand how the characteristics of adverse events may influence teams with a focus on team resilience processes and associated outcomes.

Speaker



Krisztina Szabo
Graduate Research Assistant | Institute for Simulation and Training at UCF

Construal Theory Applied to Online Groups - (Session ID 789)

2:00 PM – 2:50 PM


GROUPS/TEAMS **POSTER SESSIONS**

Poster Board # 30

Authors: Blanchard, Anita L., Duran, J. & Allen, J. A. (2025). Construal Theory Applied to Online Groups [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Construal level theory provides a promising framework for understanding online groups by explaining how psychological distance influences group member perceptions. Authors explore construal level theory's contribution above and beyond media richness and sociomateriality theories to understand how employees perceive their online group as a tangible entity. Authors explore immersive meeting platforms that may have profound effects on interpersonal cognitive construals.

Speaker



Anita Blanchard
University of North Carolina, Charlotte

The Role of Multiteam Systems in Prescribed Fire Operational Incidents - (Session ID 845)

2:00 PM – 2:50 PM

GROUPS/TEAMS **POSTER SESSIONS**

Poster Board # 31

Authors: Llanos, K., Brand, M., & LeNoble, C. (2025). The role of multiteam systems in prescribed fire operational incidents. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

In this applied research project, authors analyze 3 sources of publicly available prescribed fire data (land management plans, N = 102; operational incidents, N = 49; job vacancies, N = 117) to evaluate (a) how multiteam system (MTS) structures and leadership influence effectiveness in adversity and (b) the extent to which MTS skills related to incident resilience appear in job postings. Although findings indicate MTS processes, boundary spanning, and transactive memory systems enable critical knowledge transfer in times of crisis, job postings often omit relevant skills.

“Implementation Teams” in Implementation Science: Connections to I-O Psychology - (Session ID 999)

2:00 PM – 2:50 PM


GROUPS/TEAMS **POSTER SESSIONS**

Poster Board # 32

Authors: Filippi, M. J., Roberts, L. E., Ehrhart, M. G., & Burke, C. S. (2025). "Implementation Teams" in Implementation Science: Connections to I-O Psychology [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Implementation science is a burgeoning domain of the applied sciences aimed at facilitating the introduction and sustainment of best practices backed by basic research, particularly in health care settings. A prominent characteristic of the implementation process is the use of an "implementation team" or a team specifically created to develop, facilitate, and evaluate the implementation of interventions. The purpose of this scoping review is to assess how implementation teams are discussed and team effectiveness constructs from I-O psychology incorporated in implementation science research.

Speaker



Madeline Filippi
Doctoral Student | University of Central Florida

An Investigation of the Sources of Perceiver Effects in Ratings of Team Constructs - (Session ID 1033)

2:00 PM – 2:50 PM

GROUPS/TEAMS **POSTER SESSIONS**

Poster Board # 5

Authors: Schmidt, J.A., O'Neill, T.A., & Dunlop, P.D. (2025). An investigation of the sources of perceiver effects in ratings of team constructs [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study explores how rating tendencies and intrateam dynamics influence each team member's unique perceptions of team constructs. Peer ratings of individual performance and ratings of team-level constructs were gathered from 7,394 individuals in 1,905 teams. Perceiver effects for strategy formulation and group monitoring were influenced by the perceiver's rating tendencies, whereas dyadic relationship quality influenced the perceiver effects for relationship conflict. The findings clarify how individuals perceive teams and have implications for team-level measurement and development.

Speaker



Joseph Schmidt
Professor | University of Saskatchewan

Work Hard Play Hard: An Integrative Review of Workplace Humor as Social Play - (Session ID 1084)

2:00 PM – 2:50 PM

GROUPS/TEAMS **POSTER SESSIONS**

Poster Board # 6

Authors: McMahon, K., Allen, S., Yang, L.Q. (2025). Work hard play hard: An integrative review of workplace humor as a form of social play [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Current workplace humor research is fragmented and lacks concise understanding of humor's positive and negative influence on the individual, interpersonal relations, and organization. In this qualitative review, authors consolidate and integrate theoretical and empirical literature on workplace humor and interpersonal connection through the the belongingness need (self-determination theory; Deci & Ryan, 2000) to offer a unifying framework to guide future research. Additionally addressed is the need for construct clarity and explain benefits and detriments for individuals and organizations.

Speaker



Sam Allen
Doctoral Student | Portland State University

A Taxonomy of Team Developmental Intervention Outcomes - (Session ID 1094)

2:00 PM – 2:50 PM


GROUPS/TEAMS **POSTER SESSIONS**

Poster Board # 7

Authors: Osborn, S. A., & Brummel, B. J. (2025). A taxonomy of team developmental intervention outcomes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Research has shown that team developmental interventions (TDIs) can be effective in improving team functioning and outcomes (Delise et al., 2010; Lacerenza et al., 2018), but no taxonomy of TDI outcomes exists. Authors propose a framework that organizes TDI outcomes into individual outcomes, team processes, team emergent states, results, change metrics, and custom outcomes. Authors conclude with preliminary recommendations regarding how this framework could be used in designing and evaluating team interventions.

Speaker



Seth Osborn
I-O Psychologist | Osborn Learning & Analytics

A Three-Dimensional Theory of Team Boundary Spanning - (Session ID 1123)

2:00 PM – 2:50 PM

GROUPS/TEAMS POSTER SESSIONS

Poster Board # 8

Authors: Guo, Z. & Hollenbeck, J. R. (2024). A Three-Dimensional Theory of Team Boundary Spanning. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Team boundary spanning (TBS) involves a team's efforts to connect and manage interactions with external parties. Research has focused on creating taxonomies to describe these behaviors. However, these taxonomies are often inconsistent with one another and are subjective and context-specific. Authors propose a paradigm shift by introducing a 3-dimensional model that examines TBS behaviors through flow (importing vs. exporting), faucet (initiating vs. reacting), and filter (filtering vs. unfiltering). It is further theorized how these dimensions impact team effectiveness.

Speaker



Alice Guo

Tenure-Track Assistant Professor | Utah State University - Jon M. Huntsman School of Business

Exploring Patterns of Team Learning Over Time in Same-Sex and Mixed-Sex Teams - (Session ID 1127)

2:00 PM – 2:50 PM

GROUPS/TEAMS POSTER SESSIONS

Poster Board # 35

Authors: Robinson, P., Hanisch, M., Gonzalez, J., Osborn, S., & Narayan, A. (2025). Exploring Patterns of Team Learning Over Time in Same-Sex and Mixed-Sex Teams [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

There has been a call for research about the development of team learning behaviors over time. This study examines patterns of team learning behaviors over time in short-term, interdependent teams. Patterns are examined in teams with heterogeneous and homogeneous sex compositions for comparison. Results indicate homogeneous teams typically engage in more learning behaviors than heterogeneous teams. Other behavior-specific patterns of team learning over time are discussed.

Speaker



Phoebe Robinson

Graduate Student Research Assistant | The University of Tulsa

Put me in, Coach: Role Ambiguity, Motivation, Cohesion, and Performance in Baseball - (Session ID 1131)

2:00 PM – 2:50 PM

GROUPS/TEAMS POSTER SESSIONS

Poster Board # 9

Authors: Lindquist, I. A. & Kramer, W. S. (2025). Put me in, Coach: Role Ambiguity, Motivation, Cohesion & Performance in Baseball [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Using self-determination theory, authors analyzed individual motivation within teams—specifically how a member's needs for competence, relatedness, and autonomy may explain why members put forth effort to succeed and continue within teams. The chosen sample contained 115 college baseball players from 13 teams surveyed on their experienced role ambiguity, motivation, general perceptions of cohesion, and moderators. Post-hoc analyses revealed relationships between the psychological predictors and measurable performance similar to those predicting motivation.

Speaker



Isaac Lindquist

Texas A&M University

From Mess to Meaning: A Systemic Investigation of Team Resilience Triggers - (Session ID 1236)

2:00 PM – 2:50 PM

GROUPS/TEAMS POSTER SESSIONS

Poster Board # 3

Authors: Szabo, K., Käosaar, A., Burke, C. S., & Wiese, C. W. (2024). From mess to meaning: A systematic investigation of team resilience triggers [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In recent years, there has been a notable increase in the study of team resilience. However, team resilience triggers (i.e., adversity) have been considerably underexplored. This research provides an organizing framework for team resilience triggers identified in the existing literature, while also linking them to associated team processes, emergent states, and outcomes.

Speaker



Krisztina Szabo

Graduate Research Assistant | Institute for Simulation and Training at UCF

Conceptualizing and Measuring the Effectiveness of Executive Leadership Teams - (Session ID 1250)

2:00 PM – 2:50 PM

GROUPS/TEAMS POSTER SESSIONS

Poster Board # 10

Authors: Aldana, A.J., Sperry, M.P., & O'Neill, T.A. (2025). Conceptualizing and measuring the effectiveness of executive leadership teams [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This poster introduced a framework for measuring the effectiveness of executive leadership teams (ELTs). Research on ELTs has developed largely independently from the broader high-performance teamwork literature. Yet, the teams literature has a great deal to offer regarding theory and measurement of team effectiveness. As such, authors synthesize insights from both bodies of research, applying elements of established team effectiveness models to an ELT context while recognizing ELTs as a unique team type that face specific teamwork challenges and measurement complexities.

Speaker



Aliza Aldana

PhD Student | University of Calgary

Adaptation of External Team Context Complexity Scale in China - (Session ID 1254)

2:00 PM – 2:50 PM

GROUPS/TEAMS POSTER SESSIONS

Poster Board # 11

Authors: Wang, X. C. & Chen, J. Q. (2024). Adaptation of External Team Context Complexity Scale in China. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

To further generalize the concept of Ployhart's (2022) scale on external team context complexity and its validity, authors conducted 2 studies in China. Study 1 was conducted among an online sample with 9 items drawn and adapted from Ployhart et al., showing that the 3-factor structure (resource quantity, resource instability, and resource distance) fits better than other structures. Study 2 was conducted among 342 managers, and authors confirmed the CFA of the 3-factor scale and the discriminant validity. Three factors positively or negatively correlate with 3 criterion variables.

Speaker



Xincheng Wang

Team Member Experiences in Homogeneous and Heterogeneous Teams Over Time - (Session ID 1350)

2:00 PM – 2:50 PM

GROUPS/TEAMS POSTER SESSIONS

Poster Board # 34

Authors: Bullington, H., McCorkle, A., Narayan, A. (2025). Team Member Experiences in Homogeneous & Heterogeneous Teams Over Time [Poster]. Society for Industrial and Organizational Psychology, Denver, CO, United States.

Authors analyzed individuals' responses to their teams' dynamics within homogeneous and heterogeneous teams during an interdependent task. Participants in homogeneous teams had higher reports of psychological safety but showed fluctuations in role clarity and experiential learning. Participants in heterogeneous teams, although experiencing lower psychological safety, demonstrated stable role clarity, and peaked earlier in experiential learning. These results emphasize the complexity of team dynamics over time and team gender composition in team dynamics.

Speaker



Hannah Bullington
The University of Tulsa

Sleeping Together: Fire Station Bunk Room Layout and Group Cohesion - (Session ID 1462)

2:00 PM – 2:50 PM

GROUPS/TEAMS POSTER SESSIONS

Poster Board # 13

Authors: Daus, C. S. and Childerson, S. E. (2024). Sleeping Together: Fire Station Bunk Room Layout and Group Cohesion. Society for Industrial and Organizational Psychology Annual Conference. Denver, CO.

Authors explored firefighter cohesion as an outcome of bunkroom style, with the moderating role of extroversion. A survey of 190 full-time US firefighters yielded positive, significant relationships between length of time with crew and cohesion, as well as a moderation effect of extroversion on the bunk style-to-cohesion relationship. Results indicate that early on in a new firefighter's career (or time with a current crew), cohesion with crew is higher if the firefighter has personal sleeping space. This effect is particularly strong for those low in extroversion.

Speaker



Catherine Daus
Southern Illinois University, Edwardsville

Beyond Gender: Status Perception as the Key Driver of Microinequities in STEM - (Session ID 1497)

2:00 PM – 2:50 PM

GROUPS/TEAMS POSTER SESSIONS

Poster Board # 14

Authors: Dastgheib, M., Solis, L., MacInnis, C., O'Neill, T., Harmata, R., & Feitosa, J. (2025). Beyond Gender: Status Perception as the Key Driver of Microinequities in STEM [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Microinequities are subtle slights toward minoritized individuals in STEM. Using experience sampling methodology (ESM) via Prolific Academics, authors captured real-time experiences of these biases. No gender differences were found in reporting microinequities, but those with higher perceived status reported fewer and had greater participation in decision making. This study highlights the need to address subtle biases in STEM to enhance team effectiveness and support diverse talent, emphasizing the interplay between gender and power dynamics.

Speaker



Mostafa Dastgheib
PhD student | University of Connecticut

The Effects of Diversity in Confinement on Emotion Regulation in Space Analog Teams - (Session ID 1549)

2:00 PM – 2:50 PM

GROUPS/TEAMS POSTER SESSIONS

Poster Board # 15

Authors: Fazio, A., Middaugh, L., Kaosaar, A., & Burke, S. (2024). The Effects of Diversity in Confinement on Emotion Regulation in Space Analog Teams [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examine how cultural differences impact affect regulation mechanisms (ARMs) in isolated, confined, and extreme environments. Using data from space analog missions, they explore the interaction among cultural diversity, ARMs, and team outcomes. Results indicate that although cultural differences minimally influence affective experiences, they significantly correlate with emotion regulation tendencies and related behaviors and evaluations of team outcomes. This study provides insights into enhancing teamwork in multicultural organizations, informing strategies for optimizing team dynamics.

Speaker



Amber Fazio
Team Lead and Undergraduate Research Assistant | University of Central Florida

Personality Composition and Performance in Gaming Teams - (Session ID 1552)

2:00 PM – 2:50 PM

GROUPS/TEAMS POSTER SESSIONS

Poster Board # 16

Authors: Ozkum, S. B., & Narayan, A. (2025). Personality composition and performance in gaming teams [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors investigated personality's impact on individual and team performance in an interdependent space simulation game. Data from 42 teams (N = 126) were analyzed across a practice trial and 3 task trials with increasing difficulties. Performance was measured using both subjective and objective indices. Team personality was assessed through various compositional and computational models. Results showed that conscientiousness and neuroticism negatively impacted individual performance, whereas psychopathy, neuroticism, and conscientiousness were negatively associated with team performance.

Speaker



Burak Ozkum
Assistant Professor of Psychology | Illinois State University

An Investigation of Productivity Through Social Networks - (Session ID 1570)

2:00 PM – 2:50 PM

GROUPS/TEAMS POSTER SESSIONS

Poster Board # 17

Authors: Ram, K. & Niehorster-Cook, L. (2025). An Investigation of Productivity Through Social Networks [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States

Previous researchers have debated how team structure may interact with productivity. Using agent-based modeling, authors investigated what network structures lead to better network productivity. Results of these models found that star networks were the most ineffective, whereas random networks were the most effective due to their ability to communicate effectively. Through this process, it highlighted the importance of cross-communication across teams and the flow of information. Last, it provides suggestions on how to build on this model to simulate organizations further.

Speaker



Kaushik Ram
San Jose State University

Pronouns and Leader Sex: A Textual Analysis of Pronoun Usage in Teams - (Session ID 1596)

2:00 PM – 2:50 PM

GROUPS/TEAMS POSTER SESSIONS

Poster Board # 36

Authors: Robinson, P. & Narayan, A. (2025). Pronouns and Leader Sex: A Textual Analysis of Pronoun Usage in Teams [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study provides insight into the role of gender in pronoun usage in team settings. Regarding leader sex, differences in patterns were the most prominent for first-person singular pronouns and the least prominent for second-person pronouns. First-person plural pronoun usage was consistent between male- and female-led teams but differed between male and female leaders. These findings highlight the importance of considering context and time in team communication research.

Speaker



Phoebe Robinson
Graduate Student Research Assistant | The University of Tulsa

Extreme Teams: Aligning Research Insights With Practical Needs - (Session ID 1625)

2:00 PM – 2:50 PM

GROUPS/TEAMS POSTER SESSIONS

Poster Board # 18

Authors: Almeida, A., Nguyen, Q., Davis, A. S., Fernandez Castillo, G., Burke, C. S., & Feitosa, J. (2024). Extreme Teams: Aligning Research Insights with Practical Needs. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This paper defines and examines extreme teams, identifying 3 distinct types through our research: structured and diverse, hierarchical and consistent, and flat and cohesive using Hollenbeck's (2012) framework. The significance of extreme teams lies in their high-impact consequences of team performance. Findings highlight key lessons for each profile, emphasizing the importance of organizational tools, adaptive leadership, and emergent team dynamics. Results provide insights for advancing research on extreme teams, with implications for methodology and effectiveness across contexts.

Speakers



Aaliyah Almeida
Research Assistant | Kravis Leadership Institute



Quan Nguyen
Undergraduate Student | Pomona College

Bouncing Back: The Interplay of Team Resilience, Positive Affect, and Performance - (Session ID 1659)

2:00 PM – 2:50 PM

GROUPS/TEAMS POSTER SESSIONS

Poster Board #19

Authors: Smith, D. B., Devoe, J. S., Deal, C. N., & Gillespie, M. A. (2025). Bouncing Back: The Interplay of Team Resilience, Positive Affect, and Performance. Poster presentation at the 40th annual conference of the Society for Industrial and Organizational Psychology, Denver, CO, United States

Speakers



Julia Devoe
Assistant Lab Coordinator | Human Applied Cognition & Decision Making (HACD) Lab



Dana Smith
Lab Manager of the Human Applied Cognition and Decision-making (HACD) Lab | University of South Florida

Stability of Trait Anxiety, Trust, and Performance in Dyadic Teams - (Session ID 1662)


2:00 PM – 2:50 PM


GROUPS/TEAMS POSTER SESSIONS


Poster Board # 20

Authors: Butler, S., Deal, C., & Gillespie, M. (2025). Stability of Trait Anxiety, Trust, and Performance in Dyadic Teams. Poster presentation at the 40th annual conference of the Society for Industrial and Organizational Psychology, Denver, CO, United States.

Speakers

- 

Santo Butler
University of South Florida
- 

Caroline Deal
University of South Florida
- 

Michael Gillespie
University of South Florida, Sarasota-Manatee

Subgrouping in Teams: Testing an Intervention for Mitigation - (Session ID 1663)


2:00 PM – 2:50 PM


GROUPS/TEAMS POSTER SESSIONS


Poster Board # 21

Authors: Wilhelmy, T. A., Shorey, A., Käosaar, A., Burke, C. S., Driskell, T., & Driskell, J. (2025). Subgrouping in Teams: Testing an Intervention for Mitigation [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Speakers

- 

Andres Kaosaar
Graduate Research Assistant | University of Central Florida
- 

Allen Shorey
Ph D Student | University of Central Florida
- 

Taylor Wilhelmy
Graduate Research Assistant | University of Central Florida

Teamwork in Complex Problem-solving: An Examination of the Apollo Missions - (Session ID 1664)


2:00 PM – 2:50 PM

GROUPS/TEAMS POSTER SESSIONS

Poster Board # 22

Authors: Shorey, A., Käosaar, A., Burke, C. S., & Fiore, S. M. (2024). Gaining Insight into the Role that Teamwork Plays in Complex Problem-solving: An Examination of the Apollo Missions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Speaker

- 

Allen Shorey
Ph D Student | University of Central Florida

The Black Box of Turnover: Outcomes of Turnover Intentions and Job Search Behavior - (Session ID 1260)


2:00 PM – 3:20 PM | Location: 607

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE

Authors: Currie, R. A. (Co-Chair) & Lee, J. (Co-Chair) (2025). The black box of turnover: Outcomes of turnover intentions and job search behavior [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

By frequently including turnover intentions as a substitute for actual turnover behavior, little is known about the final stage of employee–employer relationships or the impacts that turnover intentions have on the employees themselves, their employers, and other key organizational stakeholders prior to actual turnover behavior taking place. The proposed symposium, therefore, seeks to begin unpacking the “black box of turnover” by showcasing five research projects that highlight previously unexamined outcomes of employee turnover intentions and job search behavior.

Speakers

- 

Kenneth Barton
PhD Student | The University of Tulsa
- 

Richard Currie
Assistant Professor | Boston University
- 

Alexandra Kandah
Graduate Research Assistant | University of Central Florida
- 

Boram Kim
PhD Candidate | University of Central Florida
- 

Juseob Lee
Assistant Professor | University of Tulsa
- 

Ann Schlotzhauer
Assistant Professor | Missouri University of Science and Technology

Decoding Work Situations: The Nomological Network of Situational Content and Strength - (Session ID 421)

2:00 PM – 3:20 PM | Location: 302/303

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE


Authors: Kim, J. J. (Co-Chair), Dalal, R. S. (Co-Chair), & Green, J. P. (Discussant). (2025). Son et al. (2025). Connecting the dots: Reviewing the current status of situational strength theory and its disconnection from situation content. Sexton et al. (2025). Leader behaviors as predictors of subordinates’ organizational constraints. Ohly & Oreg (2025). Task routinization, situation perception, and performance outcomes: The results of two diary studies. Jia et al. (2025). Identifying work situations and job affect via state-of-the-art NLP approaches: A demonstration.


This symposium explores the nomological network of situational content and strength in work contexts. Four papers present innovative approaches: (a) integrating situational strength and content research, (b) studying leader behaviors’ impact on organizational constraints, (c) examining task routinization effects on performance via situation perceptions, and (d) using natural language processing to identify work situations from text data. These studies advance our understanding of how work situations shape employee experiences and outcomes, offering new directions for research and practice.


Speakers


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Reeshad Dalal
Professor of Industrial/Organizational Psychology | George Mason University


- 

Jennifer Green
Research Scientist | Amazon
- 

Zihao Jia
Incoming visiting assistant professor | Indiana University
- 

JeongJin Kim
Incoming Assistant Professor | University of Oklahoma
- 

Sandra Ohly
Professor | Business Psychology, University of Kassel
- 

David Sexton
Ph.D. Student | University of Central Florida
- 

Mina Son
PhD Candidate | George Mason University

Advancing Noncognitive Assessment: Technology and Methodology Innovations in FC Testing - (Session ID 398)


2:00 PM – 3:20 PM | Location: 703


MEASUREMENT/STATISTICAL TECHNIQUES


Authors: Tu, N. (Co-Chair), Stark, S. (Co-Chair), & Mead, A. D. (Discussant). (2025). Advancing Noncognitive Assessment: Technological and Methodological Innovations in FC Testing [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


Noncognitive constructs such as personality are vital for predicting workplace outcomes and reducing hiring biases. This symposium explores technological and methodological advancements in noncognitive assessment, focusing on forced choice (FC) testing. The studies presented address key challenges: improving testing efficiency by incorporating collateral information into FC computerized adaptive testing (CAT); using modular FC CAT to reduce testing time and improve face validity; detecting measurement bias in FC via advanced differential item functioning methods; and leveraging natural language processing (NLP) to improve the accuracy of conscientiousness assessments.


Speakers


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Daniel Cummings
Criteria Australia
- 

Xavier Heron
Doctoral Student | Rice University
- 

Lavanya S. Kumar
Doctoral Candidate | University of South Florida
- 

Dr. Alan D. Mead
President | Talent Algorithms Inc.
- 

Stephen Stark
Professor & Vice Provost of Faculty Development | University of South Florida
- 

Naidan Tu
Assistant Professor | Kansas State University

Temporal Considerations in Stress Spillover and Recovery Research - (Session ID 319)


2:00 PM – 3:20 PM | Location: 505


OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING


Authors: Dosumu, F. (Co-Chair) & Gass, J. A. (Co-Chair) (2025). Temporal Considerations in Stress Spillover and Recovery Research [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Bennett, A. A., Keeler, K. R., Campion, E. D., & Keener, S. K. (2025). New temporal perspectives about work-to-home energy spillover. Alameer, K. M., Uitdewilligen, S., & Hülshheger, U. R. (2025). Reciprocal relations of recovery activities and employee well-being: A shortitudinal study using the random intercept cross-lagged panel model. Dosumu, F., Gass, J. A., Cowan, B. L., Crowder, T., Hammond, R., Sloss, J. A., Kerns, L., Cho, Y., Murro, L., Mitropoulos, T., Camden, M. C., Mabry, J. E., & Calderwood, C. (2025). Highway to impaired recovery? Temporal dynamics of commuting and affective rumination. Sloan, M. M., & Biermeier-Hanson, B. (2025). Double duty: Demand congruence and recovery indicators among working students. Schoffel, M. K., & Allen, T. D. (2025). Use of self-oriented versus relationship-oriented boundary management tactics.


Stress spillover is a dynamic process in which stress from work can spill over into other domains, as well as the other way around. Because of the dynamic nature of spillover, it is important to have a better understanding of the temporal aspects of spillover to illuminate how and when spillover can occur in the hopes of mitigating its negative impact on employees. Therefore, this symposium will focus on various ways to consider the temporal aspects of stress spillover, in addition to related temporal dynamics in how employees recover from work stress.


Speakers

- 

Khalid Alameer
Assistant Professor | Imam Muhammed Ibn Saud Islamic University
- 

Fiyinfunjah Dosumu
Virginia Tech
- 

Jessica Gass
Graduate Research Assistant | Virginia Tech
- 

Molly Schoffel
Graduate Research Assistant | University of South Florida
- 

Molly Sloan
Assistant Professor of Management | Radford University

Redefining Work in the Age of AI: Automation, Career Development, and Work Analysis - (Session ID 589)


2:00 PM – 3:20 PM | Location: 201

TECHNOLOGY

Authors: Demeke, S. (Co-Chair), Walmsley, P. T. (Co-Chair), & Ravid, D. M. (Discussant). (2025). Redefining work in the age of AI: Automation, career development, and work analysis. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

As artificial intelligence (AI) technologies become embedded in modern workplaces, they are transforming how work is performed, structured, and analyzed. This symposium presents a collection of conceptual and empirical research exploring AI's impact on jobs (e.g., automation susceptibility), career development, and work analysis. The papers address how AI-driven transformations are reshaping work across multiple dimensions and emphasize methods to assess and adapt to these changes, informing I-O research and practice.

Speakers

- 

Saron Demeke
PhD Candidate | University of Minnesota



Alexis Hanna

Assistant Professor of Management | University of Nevada, Reno



Daniel Ravid

Assistant Professor Of Management | The University of New Mexico



Nate Voss

Senior Scientist | HumRRO



Philip Walmsley

Partner Showcase: Deloitte Consulting - The Human Edge: Leveraging the Science of People for Business Transformation

2:00 PM – 3:20 PM | Location: 301

SPONSORED

Delve into 'The Science of People' and its impact on individual and organizational wellbeing and effectiveness. This session underscores the importance of human factors in solving business problems in an AI-driven world. Drawing on insights and examples from Deloitte's *2025 Global Human Capital Trends* report, we will discuss the critical choices leaders must make to optimize human performance in a rapidly changing business landscape. Discover how to turn uncertainties into opportunities to achieve a sustainable competitive advantage by unlocking human potential.

Speakers



Sarah Szaichler

Managing Director | Deloitte | NYU



Kyle Forrest

U.S. Future of HR Leader | Deloitte



Mike Kemp

AVP, Human Capital Insights Lead | Deloitte

Coffee Break With the Exhibitors Sponsored by MacMillan Learning

3:30 PM – 4:00 PM | Location: Mile High Ballroom

BREAKFAST, LUNCH & BREAKS

Sponsored by MacMillan Learning

Ambassador Program - Coffee & Connections (Invitation Only!)

3:30 PM – 4:00 PM | Location: Mile High Ballroom

This event is by invitation only.

Inside Out: Demystifying Internal and External Consulting - (Session ID 380)

4:00 PM – 4:50 PM | Location: 205

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: Hennig, A. (Chair), Baker, T. (Panelist), Kay, S. A. (Panelist), Leung, D. W. (Panelist), Medvin, E. (Panelist), Squires, B. S. (Panelist), & Witherspoon, C. (Panelist). (2025, April). Inside Out: Demystifying internal and external consulting [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

In this session, a group of panelists will aim to demystify internal and external industrial-organizational consulting by sharing insights on consulting and career topics rarely covered in graduate school. Following a panel session, audience members will be invited to join breakouts to learn more about the consulting career paths they are interested in exploring.

Speakers



Tonya Baker

Manager, Talent Solutions | SHL



Andre Hennig

Consulting Manager | SHL



Sophie Kay

People Research Scientist | Meta



Desmond Leung

Consultant | SHL



Emily Medvin

Vice President, Assessments | JPMorganChase



Briana Squires

Human Capital Consultant | Deloitte



Casey Witherspoon

Lead Consultant People Analytics | Target

Cultural competencies: A Potential Tool for Advancing DEI in Organizations - (Session ID 1003)

4:00 PM – 4:50 PM | Location: 401/402

INCLUSION/DIVERSITY

Authors: Salter, N. P. (Co-Chair), Duong, N. S. (Co-Chair), Jackson, F. (Presenter), Baytalskaya, N. (Presenter), Quartarone, M. (Presenter), & Matos, K. (Presenter). (2024). Cultural competencies: A potential tool for DEI in organizations [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Cultural competency, the ability to adapt and work with others who are different from you, may be an important tool to help promote DEI within organizations. This may be especially important in the face of current anti-DEI backlash as organizations are devoting less resources than previously to this area. The goal of this alternative session is for practitioners to come together and speak on data they have from their organizations on the efficacy of cultural competency and then to discuss best practices in promoting cultural competency within employees.

Speakers



Nataliya Baytalskaya

Managing Research Scientist | Talogy



Ngoc Duong

Psychometrics and Data Analysis Consultant | Talogy



Fresia Jackson

Director of People Science Research | Culture Amp



Kenneth Matos



Mac Quartarone

Director, Assessment Practice | BTS



Nick Salter

Associate Professor of I-O Psychology | Hofstra University

Bridge Over Troubled (Talent) Waters: Academics and Practitioners Unite in Solutions - (Session ID 828)

4:00 PM – 4:50 PM | Location: 506

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE

Authors: Zelin, A. I. (Co-Chair), Gorman, C. A. (Co-Chair), Lam, A., Macoukji, F., Meriac, J. P., Roch, S., & Thompson, D. J. (2025). Bridge over troubled (talent) waters: Academics and practitioners unite in solutions [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

A common theme within the field of I-O psychology is the scientist–practitioner gap. This alternative session brings together scientists and practitioners to discuss and problem-solve common questions surrounding 2 trending practitioner topics within talent management: skills-based organizations and the movement (again) toward ending performance appraisals and ratings. The ultimate end goal is twofold: First, academics leave the session with new applied research topics, and second, practitioners leave the session equipped to align best practices with current organizational actions.

Speakers



C. Allen Gorman

Chief Science Officer | Personality Pool



Andrew Lam

Director Talent Management | PepsiCo



Fred Macoukji

Manager Talent Development | RaceTrac



John Meriac

University of Missouri - St. Louis



Darlene Thompson

Founder | RiseOn Talent



Alexandra Zelin

Independent Consultant | Alexandra I Zelin, LLC



Sylvia Roch

University at Albany, SUNY

LIVE: Directionally Correct Podcast Featuring Tara Behrend and Shonna Waters - (Session ID 106)

4:00 PM – 4:50 PM | Location: 203

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Napper, C. N. (Co-Host), Hines, S. (Co-Host), Behrend, T. (Guest), Waters, S. (Guest), (2025). LIVE: Directionally Correct Podcast with Cole Napper & Scott Hines featuring Special Guests: Tara Behrend & Shonna Waters [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Join the Directionally Correct podcast LIVE at the SIOP conference with special people analytics and I-O psychology guests: Tara Behrend and Shonna Waters! Topics will include making I-O psychology relevant in the broader people analytics space, bridging the scientist–practitioner gap, making SIOP the premier people analytics conference, and providing wisdom to the next generation of I-Os.

Speakers



Tara Behrend

Michigan State University



Scott Hines



Cole Napper

VP, Research & Innovation | Lightcast



Shonna Waters

CEO & Cofounder | Fractional Insights

Invited: The Four Day Work Week: Yay or Nay? - (Session ID 1675)

4:00 PM – 4:50 PM | Location: 702/704/706

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors:

[Bourque, L. \(co-chair\), Pietrofeso, A. \(co-chair\), Aliger, G., Brodie, O., & Kuykendall, L. \(2025\). Invited: The Four Day Work-Week: Yay or Nay? \[Alternative Presentation\]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.](#)

Globally, the traditional 9–5 workweek is being challenged, especially for white-collar jobs. Recently, there has been a push for a 4-day work week, with implementations in countries like Belgium, Denmark, and Japan. Research indicates that a 4-day schedule can match the performance of a 5-day week while boosting productivity, work–life balance, and employee well-being. However, some workers report burnout and decreased well-being with the shorter week. In this session, authors host a debate among 4–5 scholars with diverse views on the 4-day work week, exploring its implications in remote, hybrid, and in-person settings. Audience participation will be encouraged.

Speakers



George Alliger

Consulting Work Psychologist



Leah Bourque

PhD Student | UNC Charlotte



Ofir Brodie

Senior Manager, Organizational Change Consultant | Bread Financial



Lauren Kuykendall

George Mason University



Amanda Pietrofeso

Human Resources Intern | ASME (The American Society of Mechanical Engineers)

The Changing Leadership Landscape: New Challenges, New Expectations, New Actions - (Session ID 237)

4:00 PM – 4:50 PM | Location: 703

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: Feinzig, S., Battista, M., Kolmstetter, E., Boyce, C., Stomski, L., Tavis, A., Cox, G., Welle, B., Martin, M. (2025). The Changing Leadership Landscape: New Challenges, New Expectations, New Actions. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, USA

Nine leadership practitioners and scholars will come together to do a lightning session on recent challenges to leadership practices and demands. Presentations include case studies from leading organizations and current and future trends.

Speakers



Mariangela Battista

VP, Global Head of Talent Management | IGT



Christine Boyce

SVP, Global Innovation | Right Management ManpowerGroup



Gena Cox

Founder & CEO | Feels Human, LLC



Sheri Feinzig

New York University



Meisha-Ann Martin

VP, People Research | Workhuman



Lorraine Stomski

Chief Talent Officer | Walmart



Anna Tavis

Professor, department chair | NYU



Brian Welle

Vice President, People Analytics & Performance Management | Google

Building QandA Bots for I-O Psychologists: A Step-By-Step Tutorial - (Session ID 514)

4:00 PM – 4:50 PM | Location: 505

TECHNOLOGY

Authors: Huang, Y., Badr, K., & Agnello, P. (2025). Building Q&A bots for I-O Psychologists: A step-by-step tutorial [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This tutorial introduces automatic information retrieval Q&A systems (IROAS) tailored for I-O psychology, leveraging large language models (LLMs) like GPT-4o. Authors spotlight CESAIR, a system optimized for answering users' questions basing answers on a library of documents defined by the owner. They will provide practical guidance on how to use CESAIR effectively in I-O relevant settings. Designed for I-O practitioners and academics with no LLMs and limited coding expertise, participants will learn to comprehend, evaluate, and utilize IRQAS.

Speakers



Paul Agnello

Analytics - North America | Aon



Karim Badr

Senior Research Scientist | SHL



Yuyun Huang

ML/NLP Expert | Aon

First Impressions Matter: Opportunities for I-Os to Optimize First Job Experiences - (Session ID 939)

4:00 PM – 4:50 PM | Location: 507

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: Johnson, W. N. (Chair), Vinal, F. J. (Co-Chair), Hightower, D. K. (Panelist), Freier, L. (Panelist), Moustakis, K. (Panelist), Skovera, I. (Panelist), & Johnson, C. M. (Panelist). (2025). First impressions matter: Opportunities for I-Os to optimize first job experiences [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Early experiences with novel elements of the work environment are believed to exert considerable influences over an individual's lasting work-related attitudes and orientation. In this session, practitioners and researchers will consider the importance of early career experiences and discuss practical approaches to optimize them. Attendees will discuss needs for future research in the area and consider wider applications of the discussed approaches. The discussion will include brief introductions to relevant theories, making it an approachable and relevant conversation for researchers and practitioners of all levels.

Speakers



Lindsey Freier

Sr. Analyst, Advanced Analytics & Assessment | Fresenius Medical Care



Dustin Hightower

Manager, Global Selection & Assessment | Walmart



Clair Johnson

Lead, Strategic Research & Evaluation | Deloitte



Wesley Johnson

Assessment Analytics Intern | Aon



Krystina Moustakis

Learning Experience Designer | KrystinaM.com



Isabel Skovera

Graduate Research Assistant | Montclair State University



Frederic Vinal

Graduate Student | Montclair State University

Invited: EB - Bridging the Science–Practice Gap: Case Studies in I-O Psychology - (Session ID 1692)

4:00 PM – 4:50 PM | Location: 701

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Reynolds, D. (Chair), Jacobs, R., Goldstein, H., Hakel, M., & Murphy, K. (2025). Bridging the Science-Practice gap: Case Studies in I-O Psychology [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session reviews an effort to better bridge the science–practice gap. The Org. Frontiers and Professional Practice Series have cosponsored a new project that highlights applications of our science across several practice domains. Case Studies in I-O Psychology profiles 20 applications of our science and practice, with commentary about the integration of science and practice from luminaries in our field. The cases are diverse and cover several areas of the discipline: talent selection, leadership development, inclusion and belongingness, technology enablement, and the promotion of safe and healthy workplaces. This session will discuss the goals for the joint volume and the use of the SIOP book series as a tool for reducing the gap.

Speakers



Harold Goldstein

Professor | Baruch College, CUNY



Milt Hakel



Rick Jacobs

U C Berkeley



Kevin Murphy

Profesor Emeritus | University of Limerick



Douglas Reynolds

Executive Vice President | DDI | Development Dimensions International

Conducting Large Scale Job Analysis: New Challenges, Trends, and Innovations - (Session ID 1270)

4:00 PM – 4:50 PM | Location: 605

TESTING/ASSESSMENT

Authors: Honts, C. (Co-chair), Antonik, C. (Co-chair), Steele, J., Chambers, R., Toomey, E., & Popp, E. (2025). Conducting Large Scale Job Analysis: New Challenges, Trends, and Innovations [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Job analysis and competency modeling are not new, but many challenges remain. Rapid changes require organizations to use job analyses as the foundation for HR practices to ensure effectiveness and legal defensibility. Leaders want the work done faster, cheaper, and with little disruption. Practitioners must address these challenges through innovative approaches. This panel will provide insights into the challenges and learnings from large-scale job analysis initiatives.

Speakers



Chantale (Wilson) Antonik

Senior Product Manager | Amazon



Richard Chambers

Director, Talent Management | General Mills



Christopher Honts

Senior Program Manager - Global Hiring Science at Amazon | Amazon



Eric Popp

Managing Research Scientist | SHL



John Steele, PhD

Sr Research Scientist | Amazon



Eileen Toomey

Leader, Selection Assessment Strategy | Johnson & Johnson

Leading the Workforce in the Age of Generative AI - (Session ID 994)

4:00 PM – 4:50 PM | Location: 501/502

LEADERSHIP

Authors: Romain, R. (Co-Chair), Balanguue, V. (Co-Chair), Mikalouski, L., Burlacu, G., Gibbard, K., & Robertson, T.E. (2023). Leading the Workforce in the Age of Generative AI [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

In the fast-changing world of AI, leaders must integrate generative AI into their organizations while addressing challenges and opportunities. A key issue is aligning AI-driven strategies with workforce perception and trust, ensuring AI enhances, not disrupts, employee experiences. This panel will emphasize upskilling and reskilling for evolving roles, with a focus on continuous learning and inclusivity. It will also discuss the need for equitable AI strategies, ensuring benefits reach all, including underserved communities.

Speakers



Gabriela (Gabby) Burlacu

Senior Research Manager | Upwork Research Institute



Katherine Gibbard

Research Scientist | SAP SuccessFactors



Laurel Mikalouski

Talent Research Specialist | Accenture



Dr Tchicaya Ellis Robertson

CEO and Founder | TRIBE Insights



Reggie Romain

Talent Research Associate Manager | Accenture

Human Being Versus Human Doing: I-O Psychology and Internalized Capitalism - (Session ID 404)

4:00 PM – 4:50 PM | Location: 201

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Stoa, R. (Chair), Agars, M. (Panelist), Kath, L.(Panelist), McEachern, P.(Panelist), & Sitzmann, T. (Panelist) (2025). Human Being vs Human Doing: IO Psychology and Internalized Capitalism [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session explores the dual role of industrial-organizational (I-O) psychologists in both perpetuating and combating internalized capitalism: the belief that self-worth is tied to productivity. Panelists will examine how I-O psychology's historical emphasis on performance and efficiency has contributed to this harmful mindset while also discussing how the field can promote more human-centered approaches that prioritize well-being. The session will spark discussion around the dynamics between productivity and mental health.

Speakers



Mark Agars

Director, Institute for Child Development and Family Relations | California State University, San Bernardino



Lisa Kath

Associate Professor | San Diego State University



Peter McEachern

Doctoral Student | George Mason University



Traci Sitzmann

Professor of Management | University of Colorado Denver



Rosalyn Stoa

Graduate Student | Colorado State University

Impact of Emerging Technologies on Organizational Culture Within the Public Sector - (Session ID 1485)

4:00 PM – 4:50 PM | Location: 503/504

JOB ATTITUDES/ENGAGEMENT

Authors: McMullan, C. (Chair), Impelman, K., Javorsky, K., Sy, T., (2025). The Impact of Emerging Technologies on Organizational Culture within the Public Sector [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This panel will explore the impact of emerging technologies on organizational culture within the public sector. Panelists will offer research-driven insights on various experiences in the workforce and some leading practices for maintaining a healthy culture during technological implementations. The session, featuring accomplished practitioners, will focus on the current state of emerging technologies, their effect on organizational culture, the importance of focusing on organizational culture during implementation, and recommended practices for maintaining a positive culture amidst technological advancements.

Speakers



Cait McMullan

Human Capital Manager | Deloitte



Thomas Sy

Professor | UC Riverside



Katie Javorsky

Deloitte



Anna Kallschmidt

Independent Consultant | Anna Kallschmidt, Ph.D., LLC

CANCELLED: How to Produce on Productivity: An I-O Psychologist's Sharpest Tool - (Session ID 494)

4:00 PM – 4:50 PM | Location: 403/404

CANCELLED SESSION

Authors: Ciccia, A. (Chair), Betancourt, K., Cao, Gorman, A., Long, C. (2025). How to Produce on Productivity: An IO Psychologist's Sharpest Tool [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Ciccia, A. (Chair), Betancourt, K., Cao, Gorman, A., Long, C. (2025). How to Produce on Productivity: An IO Psychologist's Sharpest Tool [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Productivity is a buzz word that continues to drive organizations to utilize an I-O psychologist's skillset. Both in the practitioner and academic space, studies and interventions are performed to increase productivity for organizations. This panel discussion will allow accomplished and varied backgrounds of I-O psychologists to speak to how they keep productivity as the crux in selling their services, either internally or externally. The panel seeks to enhance and highlight the importance of showcasing ROI on one's work with the direct metric of productivity as the winning assessment.

Speakers



Yichen Cao

Consultant | Hogan Assessments



Cory Long

Consultant | APT Metrics

Navigating Personality and Cultural Differences in a Shifting Work Climate - (Session ID 1168)

4:00 PM – 4:50 PM | Location: 304

PERSONALITY

Authors: Wendel, M., Goyal, S., Englund, M., Schäke, J., Clifton, S., & Bailey, R. (2025). Navigating Personality and Cultural Differences in a Shifting Work Climate [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

With an increasingly diverse and globalized workforce, I-O psychologists are at the forefront of understanding how individual differences impact workplace dynamics. Recent shifts toward a skills-based focus and the growing recognition of cultural diversity have prompted us to reexamine the role of personality. Is it still relevant? This panel will address the intersection of personality and culture, focusing on applying global personality models to regional contexts, the risk for cultural biases in assessments, and strategies for mitigating stereotypes while recognizing cultural influences.

Speakers



Sebastian Clifton

Management Consultant: Research & Development | TTS-Top Talent Solutions



Mats Englund

Chief Science Officer | Fairsight



Julia Schäke

Global Analytics Consultant | Aon



Marie Wendel

Director EMEA & APAC Analytics | Aon



Maria Schuchinsky

Senior Consultant (Global Science & Analytics) | Aon



Dr Chhavi Mittal Goyal

Manager Psychometric Research | Mercer Mettl

Multi-Objective Optimization 6.0: Challenges and Opportunities for HR Analytics - (Session ID 868)

4:00 PM – 4:50 PM | Location: 607

TESTING/ASSESSMENT

Authors: Tang, C. (Co-Chair), Wee, S. (Co-Chair), Drake, M., Dunleavy, E., Gardner, C., Morris, S. B., Rottman, C., & Song, Q. C. (2025). Multi-objective optimization 6.0: Challenges and opportunities for HR analytics [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The aim of this panel discussion session is to explore challenges and future opportunities for applying multi-objective optimization (MOO) in HR from research, practice, and legal perspectives. Authors will cover 3 areas: (a) an overview of MOO in HR analytics, (b) a discussion on current research and practice challenges, and (c) potential solutions and emerging opportunities.

Speakers



Montana Drake

DCS Corporation



Eric Dunleavy

Vice President - Employment and Litigation Services | DCI Consulting Group, Inc.



Cari Gardner

Senior IO Psychology Consultant | HireVue



Scott Morris

Nambury S. Raju Professor of Psychology/ Director, Industrial-Organizational Psychology Program | Illinois Institute of Technology



Caleb Rottman

Senior Data Scientist and Technical Lead | HireVue



Chelsea Song

Assistant Professor | Indiana University



Chen Tang

American University



Serena Wee

University of Western Australia

ROI, Oh My! Why Showing HR's Value Is Easier Said Than Done - (Session ID 1225)

4:00 PM – 4:50 PM | Location: 302/303

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Markell-Goldstein, H.M. (Chair), Cascio, W. F., Semmel, S., Litano, M., Willford, J. C. (2025). ROI, Oh My! Why Showing HR's Value Is Easier Said Than Done. [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

As organizations focus more on cost efficiency, accountability, and data-driven decision making, I-O practitioners are increasingly asked to answer: "What is the ROI of HR?" Determining HR's ROI is challenging due to the complexity of human behavior and difficulty in assigning dollar values to HR outcomes. This panel will explore how expert I-Os tackle this question, including methods for quantifying HR's value, challenges in measuring intangibles, and how they communicate these findings. Attendees will gain insights into best practices and future directions for demonstrating HR's impact.

Speakers



Wayne Cascio



Hannah Markell-Goldstein

Senior Manager, People Analytics | Dropbox



Sarah Semmel

People insights and analytics | Snowflake



Mr. Jon C. Willford

People Analytics Research Lead | Dropbox

Developmental Peer Review: Is it Really Good for Science? - (Session ID 642)

4:00 PM – 4:50 PM | Location: 601

TEACHING I-O PSYCHOLOGY/STUDENT AFFILIATE ISSUES/PROFESSIONAL DEVELOPMENT

Authors: Allen, T. D., French, K. A., Avery, D., King, E., & Wiernik, B. (2025). Developmental Reviewing: Is it Really Good for Science? [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Peer review is part of the bedrock of science. In this session, authors discuss the developmental approach to peer review, which is intended to focus on the author's growth and development. They suggest this approach has had unintended consequences that negatively impact authors experiences as well as the quality and meaningfulness of the science published. They identify problems and discuss potential solutions that can strengthen peer review and contribute to science for a smarter workplace.

Speakers



Tammy Allen

University of South Florida



Derek Avery

C. T. Bauer Chair of Inclusive Leadership | University of Houston



Kimberly French

Assistant Professor | Colorado State University



Eden King

Rice University

So You Want to Write a Book? Tips for Publishing in the Popular Press - (Session ID 1150)

4:00 PM – 4:50 PM | Location: 603

TEACHING I-O PSYCHOLOGY/STUDENT AFFILIATE ISSUES/PROFESSIONAL DEVELOPMENT

Authors: Clark, M. A. (Co-Chair, Panelist), Sawyer, K. B. (Co-Chair, Panelist), Grandey, A. A. (Panelist), Rogelberg, S. G. (Panelist) & Grabarek, P. E. (Moderator) (2024). So You Want to Write a Book?: Tips for Publishing in the Popular Press [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The process of writing a popular press book remains opaque for many. In this panel session, authors will share their collective learnings about the book writing process, including topics such as how to get a book deal, the role of agents and publicists, how to market and sell a book, and the pros and cons of being a book author for one's broader career goals. If you're an academic or practitioner who wants to write a popular press book—either now or in the future—this session will show you how to get started and support your long-term success as an author.

Speakers



Malissa Clark

University of Georgia



Dr. Patricia E. Grabarek

Co-Founder | Workr Beeing



Alicia Grandey

Pennsylvania State University



Steven Rogelberg

Chancellor's Professor; Professor, Management; Professor, Psychology | University of North Carolina at Charlotte



Katina Sawyer

Associate Professor of Management and Organizations | University of Arizona

Poster Sessions: Inclusion/Diversity

4:00 PM – 4:50 PM | Location: Mile High Ballroom

INCLUSION/DIVERSITY POSTER SESSIONS

Relating Aspects of LGB Identity to Leadership Claiming via Leader Identity - (Session ID 202)

4:00 PM – 4:50 PM


INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 19

Authors: Adams, G. A. & Webster, J. R. (2025). Relating Aspects of LGB Identity to Leadership Claiming via Leader Identity [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors examined relationships from positive and negative aspects of LGB identity to leadership claiming via leader identity. For positive aspects of LGB identity—authenticity, insights/self-awareness, social justice/compassion, and community belonging—results show all had positive indirect relationships with leadership claiming via leader identity. Results for negative aspects of LGB identity show that enacted sexual stigma moderated these relationships such that they were weaker when LGB workers reported higher enacted sexual stigma in the workplace.

Speaker



Gary Adams

Professor | Marquette University

Positively Resonating at Work: Are Weak Ties the Key to Older Worker Well-Being? - (Session ID 239)

4:00 PM – 4:50 PM


INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 20

Authors: Taullahu, D. B., Minton, A. R. (2024). Positively resonating at work: Are weak ties the key to older worker well-being? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Understanding the population of older adults who work typical past retirement age is essential as they continue to increase in number, making up a greater proportion of the workforce. This proposal employs the theory of positivity resonance as a pertinent tool to both comprehend and leverage the natural strengths of older adults in the workplace.

Speaker



David Taullahu

Graduate Student | University of South Florida

Antecedents of Diversity Initiative Fatigue: A Moderated-Mediation Model - (Session ID 261)

4:00 PM – 4:50 PM

INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 21

Authors: Simpson, A., & Burch, K.A. (2025). Antecedents of diversity initiative fatigue: A moderated-mediation model [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines antecedents of diversity initiative fatigue (DIF) using a moderated-mediation model. Survey data from 209 university employees revealed that bias awareness negatively relates to DIF, mediated by internal motivation to respond without prejudice. Racial attitudes moderated the bias awareness and DIF relationship, however this interaction was contrary to the proposed hypotheses. Findings highlight the complex relationships of cognitive processes, motivations, and attitudes in shaping responses to diversity initiatives. Implications of findings are discussed.

Speaker



Anne Simpson

Graduate Research Assistant | Western Kentucky University

Gender Atypical Male Leaders Enhance Followers' Performance: A Multilevel Examination - (Session ID 271)

4:00 PM – 4:50 PM


INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 22

Authors: Yoo, S. J., Kim, K., Ku, X., & Hyun, S. (2025). Gender atypical male leaders enhance followers' performance: A multilevel examination [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


This research challenges the prevailing misconception that gender atypical men are unsuitable for leadership roles. To do so, authors examined their impact on follower performance in a "masculinized" military training setting, using data from 456 South Korean military cadets across 65 teams. Multilevel path analysis revealed their positive influence on followers' training performance, mediated by followers' reduced perceptions of masculinity contest culture. Findings help counter stereotypes about gender atypical male leaders and suggest their potential in fostering inclusive military cultures.

Speakers



Seungju Hyun

Seoul National University



Kawon Kim

Associate/Assistant Professor | Seoul National University

Contextualizing Menopausal Issues in the Workplace - (Session ID 367)

4:00 PM – 4:50 PM

INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 23

Authors: Seo, C. M. L., Offermann, L. R., Thitsar, T., Gyamfi, J. A. A. V., Chakrabarti, A., & Peng, Y. (2025). Contextualizing menopausal issues in the workplace [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

There is little research on how menopausal symptoms impact work. Menopause symptoms are examined in relation to emotional labor, supervisor and organizational support, and work outcomes (job satisfaction, job performance, and turnover intention). Results showed that menopausal disruptiveness had detrimental impacts to work outcomes, but emotional labor mediated these relationships. Supervisor and perceived organizational support was shown to have a buffering effect. This shows that menopause is relevant to organizations, and support might alleviate such issues.

Speaker



Claire Seo

Doctoral Candidate | The George Washington University

Ambivalent Homoprejudice Toward Lesbian Women at Work Scale: Development and Validation - (Session ID 377)

4:00 PM – 4:50 PM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 24

Authors: Brush, O.T., Warren, C. M., Wax., A., & Galvez, G. (2025). Ambivalent homoprejudice toward lesbian women at work scale: Development & validation [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Ambivalent homoprejudice theory asserts that homoprejudice manifests as hostile and benevolent beliefs that negatively impact LGBTQIA+-identifying individuals. However, there has been little research on how ambivalent homoprejudice impacts lesbian women at work. A major obstacle in this line of research is that there is currently no validated scale to measure ambivalent homoprejudice attitudes toward lesbian women. Therefore, the AHW-L Scale was developed. The final scale, validated by 2 studies, can be used by organizations to identify prejudice and develop interventions.

Speaker



Olivia Brush
California State University, Long Beach

Inclusivity Is a Choice: Nudging Pronouns at Work - (Session ID 531)

4:00 PM – 4:50 PM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 25

Authors: Silkey, A. J., & Keith, M. G. (2024). Inclusivity is a choice: nudging pronouns at work [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study used experimental design to investigate if nudges could be used to increase rates of pronoun sharing among cisgender people at work (N = 318). The results suggest that nudges are a useful allyship intervention tool to increase rates of pronoun sharing. Specifically, providing a list of pronoun options was the most effective nudge strategy compared to providing the option to type out pronouns manually. These results support the integration of nudges during critical decision points to increase and normalize pronoun sharing.

Speaker



Alisha Silkey
Student | Bowling Green State University

Is It a Laughing Matter? The Interplay of Humor Authenticity and Gender at Work - (Session ID 534)

4:00 PM – 4:50 PM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 26

Authors: Vaidyanathan, N., & Ziegert, J. C. (2025). Is It a Laughing Matter? The Interplay of Humor Authenticity and Gender at Work. Society for Industrial Organizational Psychology Annual Conference, Denver, CO, United States.

Although the expression of humor in the workplace can confer advantages for women, research also shows that it introduces a paradox for women, marked by potentially increasing negative outcomes. This study addresses this double bind paradox associated with female humor expression in the workplace by introducing humor authenticity and examining its impact on the relationship among gender, humor, and outcomes. Authors propose and find that female employees' use of humor can facilitate increased performance via warmth but only when humor authenticity is high.

Speaker



Nagapriya Vaidyanathan
Doctoral Student | Drexel University's LeBow College of Business

Tattoos in the Workplace: Can Being a Tattooed Female Increase Hireability? - (Session ID 535)

4:00 PM – 4:50 PM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 27

Authors: Rufrano, G. A., Traylor, A. M., Ippolito, E., Protonentis, A., & Richter, M. (2025). Tattoos in the Workplace: Can Being a Tattooed Female Increase Perceptions of Hireability? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors investigated whether visibly tattooed women are perceived as more hireable due to potential positive stereotypes associated with independence and competence. Contrary to expectations, the results show no significant effect of tattoos on perceptions of hireability, independence, or competence. This suggests that concerns over tattoos impacting hiring decisions may be diminishing.

Speaker



Gabrielle Rufrano
Graduate Student | Clemson University

Core Self-Evaluations as a Shield: Examining Gender Bias and Workability at work - (Session ID 667)

4:00 PM – 4:50 PM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board #28

Authors: Souza, J., Baker, C., Bowler, M., & Bowler, J. (2025). Core self-evaluations as a shield: Examining gender bias and workability at work [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, Colorado, United States.

Gender bias is a consistent, negative barrier and job demand for women to overcome at work. Employees' perceptions of gender bias can adversely impact their workability; however, personal resources such as core self-evaluation (CSE) may buffer these negative effects. This study explored the role of CSE and gender in perceptions of gender bias and workability. Analyses revealed gender differences in perceived gender bias, and workability was inversely related to gender bias and positively related to CSE, suggesting that gender bias and CSE influence workability independently but not together.

Speaker



Jessica Souza
Graduate Researcher | Psychology Department at East Carolina University

Context Is Key: Ethical Climate and Leadership in Hiring Burned-Out Workers - (Session ID 707)

4:00 PM – 4:50 PM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 29

Authors: Sterkens, P., Baert, S., du Bois, K., Rooman, C. & Derous, E. (2025). Context is Key: Ethical Climate and Leadership in Hiring Burned-Out Workers [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Little is known about discrimination against burned-out workers. Building on the justification-suppression model of prejudice and support for diversity in organizations, this study explores the moderating potential of ethical climate and leadership in hiring discrimination following burnout. A multiphase experiment with a 2 (burnout) × 2 (positive leadership) × 2 (ethical climate) mixed factorial design (N = 208) revealed that burned-out workers received more opportunities in caring ethical climates, whereas positive leadership had no effect.

Speaker



Philippe Sterkens
Ghent University

More Than Meets the Eye: Unraveling Gender Differences in Intercultural Effectiveness - (Session ID 708)

4:00 PM – 4:50 PM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 30

Authors: Timmerman, F., Schelfhout, S., & Derous, E. (2024). More Than Meets the Eye: Unraveling Gender Differences in Intercultural Effectiveness [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study explores the relationship between intercultural effectiveness and intercultural competence, including intercultural traits, attitudes, and capabilities, while examining the role of gender. Using structural equation modeling, with a sample of 288 participants, the findings reveal that gender indirectly influences intercultural effectiveness through ethnorelativism. Although women exhibit higher intercultural effectiveness, this effect is mediated by their intercultural attitudes (higher ethnorelativism) rather than direct differences in their traits and or capabilities.

Speaker



Femke Timmerman
Doctoraalstudent | Universiteit Gent

The Paycheck Paradox: Interplay and Impact of Race and Gender on Income Growth - (Session ID 782)

4:00 PM – 4:50 PM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 31

Authors: Amistad, C., Polavarapu, A., Salter, N.P., & Keith, M. G. (2025). The Paycheck Paradox: Interplay and Impact of Race and Gender on Income Growth [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This longitudinal study explores the intersection of race and gender on income growth trajectories over a 16-year period. Controlling for trait and demographic variables, results indicate that women and people of color continue to earn significantly less than their male, White counterparts at baseline, with women of color facing a "double jeopardy" effect. No differences were found, however, in linear or quadratic trends, suggesting persistence in pay disparities over time. Implications for the importance of studying systematic barriers and the current discourse on equity are discussed.

Speaker



Clark Amistad
Bowling Green State University

Identity–Response Option Incongruence in Demographic Measurement - (Session ID 917)

4:00 PM – 4:50 PM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 32

Authors: Osborn, S. A., & Brummel, B. J. (2025). Identity–response option incongruence in demographic measurement [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Identity-response option (IRO) incongruence occurs when a survey respondent is presented demographic response options that do not align with their identity. This poster outlines seven forms that IRO incongruence commonly takes. Implications with respect to applicant reactions and other organizational contexts are discussed, and alternative measurement solutions are explored.

Speaker



Seth Osborn
I-O Psychologist | Osborn Learning & Analytics

Why Do New Generation Employees Trust Their Inclusive Leaders More? Evidence From the - (Session ID 938)

4:00 PM – 4:50 PM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 33

Authors: Zhen, D., & Tang, N. (2024). Why do new generation employees trust their inclusive leaders more? Evidence from the Chinese context [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Many leaders find it difficult to build high-quality relationships with new-generation employees. In this manuscript, authors entertain the possibility that Chinese new-generation employees would more likely to be trust inclusive leaders. Support is found in a time-lagged, 2-sourced survey in China. Results indicated that newer generation (compared to prior generations) hold higher (lower) trust in the leader when leader are more (less) inclusive. In addition, the process could be partially explained by the newer generation's work value and has downstream implications for task performance.

Speaker



Danlei Zhen
Shanghai Jiao Tong University

Racial In-Group Norm Violations and Subtle Discrimination in the Workplace - (Session ID 945)

4:00 PM – 4:50 PM


INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 34

Authors: Argueta-Rivera, J., Stewart, D., Rungta, R., King, E. B., Hebl, M., (2025) Racial in-group norm violations and subtle discrimination in the workplace [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examined potential mechanisms that might explain the increased perceptions and reporting of within-race/ethnic perpetration of 3 types of subtle discrimination: idea stealing, interruptions, and peating. Authors found that participants reported that subtle discrimination perpetrated by members of their own ethnic groups violated their expectations, which led them to recall the discrimination and report lower core self-evaluations.

Speaker



Jazmin Argueta-Rivera
Graduate Student | Rice University

Feeling Stressed? The Impact of Benevolent Sexism Experiences on Workplace Outcomes - (Session ID 981)

4:00 PM – 4:50 PM


INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 35


Authors: Kren, M. J., Martin, E. A., Saepharn-Gip, K., Warren, C., & Wax, A. (2025). Feeling stressed? The impact of benevolent sexism experiences on workplace outcomes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study investigates the frequency of benevolent sexism experiences in the workplace. Prior research has demonstrated that (a) exposure to benevolently sexist experimental manipulations and (b) exposure to those with benevolently sexist ideology negatively impact women. However, no research has examined the frequency of benevolent sexism experiences in the workplace. Results from a cross-sectional survey with 212 employed female participants indicated that the frequency of benevolent sexism experiences was directly and indirectly, through job stress, related to turnover intentions.

Speakers



Milena Kren
Assistant Manager | WCB LLC



Catherine Warren
California State University, Sacramento

The Impact Early Disclosure of an ASD Diagnosis May Have on Interview Ratings - (Session ID 1008)

4:00 PM – 4:50 PM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 1

Authors: Simmons, K., Chance, M., Adams, M., Forsee, M., Frame, M. C., Van Hein, J., & Fromuth M. (2024). The Impact Early Disclosure of an ASD Diagnosis May Have on Interview Ratings [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States

The timing of a job candidates' disclosure of their autism spectrum disorder (ASD) status during an interview was investigated. Three conditions were randomly assigned to participants regarding disclosure: early, late, and no disclosure. Participants gave higher ratings to the early disclosure condition and the ratings of the no disclosure condition were higher than in the late disclosure condition in terms of likelihood to hire. This study did not find any statistically significant effects for disclosure differences on the interview question ratings.

Speaker



Mark Frame
Professor of Psychology | Middle Tennessee State University

Understanding Dispositional Predictors of Inclusion: Personality and Goal Orientation - (Session ID 1080)

4:00 PM – 4:50 PM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 2

Authors: Hanisch, M. T. & Narayan, A. (2025). Understanding Dispositional Predictors of Inclusion: Personality and Goal Orientation [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Experiences of inclusion are important aspects of DE&I research. However, little research has explored the importance of dispositional characteristics in inclusion experiences. This study examines dispositional predictors of experiences of inclusion, namely Big 5 personality and goal orientation. Multiple regression and relative weights analysis are used to determine the most important predictors. Results indicate that Extraversion, Agreeableness, Openness to Experience, and learning goal orientation are the best predictors of experiencing inclusion, regardless of the present context.

Speaker



Miriam Hanisch
Graduate Student Research Assistant | The University of Tulsa

Belongingness Scale Development - (Session ID 1145)

4:00 PM – 4:50 PM


INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 3

Authors: Gutierrez A. R., Chacko M. E., Peterson P. L., & Cox C. B. (2024). Belongingness Scale Development [Poster]. Society of Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study intends to validate a belongingness scale for DEI initiatives based on an inclusivity survey administered to faculty at a university. 10 items were selected based on theory from previous literature and were found to be a reliable measurement of belonging. Practical implications include using the measurement for understanding an organization's diversity climate and inclusivity initiatives, which lead to several positive organizational outcomes. Future research should test this scale in various organizational contexts to determine its external validity.

Speaker



Alexis Gutierrez
Graduate Student | St. Mary's University

Do Words Matter: Understanding the Impact of Inclusive Language - (Session ID 1147)

4:00 PM – 4:50 PM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 4

Authors: Mazzeo, G., Torteze, L. M., & Rudel, E. (2025). Do words matter: Understanding the impact of inclusive language [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors aimed to examine to what extent organizational identification and psychological safety mediate the relationships between inclusive language and belonging, performance, and engagement. Through this study, we introduce the Organizational Inclusive Language scale. Results indicated that organizational identification fully mediated the inclusive language–task performance relationship. Four partial mediation relationships were also found. Findings provide understanding into how inclusive language impacts organizational outcomes. Practical implications for organizations are also discussed.

Speakers



Greg Mazzeo

Owner of Nourishment Consulting, LLC | William James College | Nourishment Consulting, LLC



Leanne Torteze

Supervising Research Specialist | County of Riverside

Future Time Perspective: Unlocking Full Utilization for Employees With Disabilities - (Session ID 1156)

4:00 PM – 4:50 PM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 5

Authors: Manno, C. M. & Simon, L. S. (2024). Future Time Perspective: Unlocking Full Utilization for Employees with Disabilities [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study uses socioemotional selectivity and social network theories to propose and test a model examining the social interaction patterns of individuals with disabilities and their impact on full utilization. Results show that disability identity salience leads to a limited future time perception, especially when disability progression is high. Future time perspective predicts engagement or avoidance of social interactions, with self-development interactions positively related to full utilization. These findings suggest how organizations can better support employees with disabilities.

Speakers



Christine Manno

University Of Wisconsin, La Crosse & University Of Arkansas, Fayetteville



Lauren Simon

Motherhood Penalty in Career Development: A Lens of Implicit Followership Theories - (Session ID 1188)

4:00 PM – 4:50 PM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 6

Authors: Yujie Yin, Erica Xu, & Xu Huang (2024). Motherhood Penalty in Career Development: A Lens of Implicit Followership Theories [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study examines how motherhood hinders professional women from career advancement. Authors propose that supervisors' perception of a low fit between working mothers and their ideal follower prototype leads to reduced coaching and assignments for these subordinates, moderated by supervisors' bottom-line mentality (BLM). Two field studies partly supported these propositions. This paper contributes to the literature by highlighting the cognitive process through which employees' motherhood status drives supervisors' discriminatory behaviors.

Speaker



Yujie (Viola) Yin

HONG KONG BAPTIST UNIVERSITY

Effects of Borderline Personality Disorder Stigma on Work Precarity - (Session ID 1360)

4:00 PM – 4:50 PM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 7

Authors: Nault, E. & Sabat, I. E. (2025). Effects of Borderline Personality Disorder Stigma on Work Precarity [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

People with borderline personality disorder (BPD) face functional workplace impairments due to their disorder. This study utilizes stigma theory to examine the role of stigma on work precarity on a nonclinical sample of employees with BPD and other disorders. Authors find that employees with BPD experience increased work precarity, reduced working hours and wages, and that these effects are partially explained by increases in workplace stigmatization. These findings demonstrate the role that stereotypes and prejudice can play in hindering the workplace experiences of employees with BPD.

Speaker



Evan Nault

Doctoral Student | University of Houston

Task Conflict Hurts Inclusion for Employees Without Disabilities - (Session ID 1369)

4:00 PM – 4:50 PM

INCLUSION/DIVERSITY **POSTER SESSIONS**

Poster Board # 8

Authors: Yang, Y., Zhu, X., & Bai, Y. (2025). Task Conflict Hurts Inclusion for Employees Without Disabilities [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, Colorado, United States.

Building a disability-inclusive workplace requires efforts from all employees, but task conflict may reduce how included employees without disabilities feel. Using appraisal theory of emotion, authors examine how task conflict affects their workplace social inclusion. Analyzing data from 290 questionnaires, authors find that task conflict increases contempt, reducing inclusion. Importantly, perceived social support moderates this effect; higher support weakens the link between task conflict and contempt, mitigating negative emotions and promoting inclusion.

Speaker



Yu Yang

University of Illinois at Chicago

Unpacking the Impact of Mixed Messaging on LGBTQIA+ Support - (Session ID 1397)

4:00 PM – 4:50 PM

INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 9

Authors: Bell, E & Traylor, A. (2025). Unpacking the impact of mixed messaging on LGBTQIA+ Support [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines how organizational mixed messaging on LGBTQIA+ support affects prospective employees' perceptions. Drawing on signaling and social identity theories, authors hypothesized that inconsistent support leads to lower attractiveness, integrity, and higher perceptions of hypocrisy. Findings show that consistent messaging results in more favorable evaluations. The results emphasize the importance of consistent messaging on sensitive topics to maintain trust and avoid perceptions of hypocrisy. Keywords: DEI, LGBTQIA+

Speaker



Lizzie Bell
Graduate student | Clemson University

The Impact of Pay Transparency on Job Seekers - (Session ID 1437)

4:00 PM – 4:50 PM

INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 10

Authors: Keyes, A & Paustian-Underdahl, S.C. The Impact of Pay Transparency on Job Seekers [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In an effort to close pay gaps, some organizations provide salary ranges on job postings/job advertisements. Using signaling theory and person–organization (P–O) fit theory, authors explore how providing different levels of pay information in a job posting influences recruitment outcomes through perceptions of organizational equity and P–O fit. Results suggest higher perceptions of organizational equity lead to increased P–O fit. In turn, higher P–O fit leads to increased organizational attraction and higher intention to pursue employment with the organization.

Speaker



Andrew Keyes
Assistant Professor of Management | California State University, Fresno

System Barriers that Inhibit White People From Engaging in Conversations About Diversity - (Session ID 1457)

4:00 PM – 4:50 PM

INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 11

Authors: Ciesielski, S.M. (2024). System Barriers that Inhibit White People from Engaging in Conversations about Diversity, Equity, and Inclusion [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Organizations are striving to create an environment that works better for more people. White people hold the most power and influence and yet are largely absent from discussions about diversity, equity, and inclusion (DEI). Investigating system level obstacles one can understand how their environments, values, and dynamics impact White employee engagement. Quantitative results suggest the importance of a psychologically safe environment and leadership that reinforces learning. Qualitative results show 5 themes arise when White people are asked about their engagement with DEI at work.

Speaker



Steve Ciesielski
Assistant Dean for Student Success | MGH Institute of Health Professions

The Role of Climate in Shaping Diversity, Inclusion, and Workplace Discrimination - (Session ID 1467)

4:00 PM – 4:50 PM

INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 12

Authors: Peterson, P. L., Chacko, M.E., Gutierrez, A.R., & Cox, C. B. (2025). The Role of Climate in Shaping Diversity, Inclusion, and Workplace Discrimination [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines the relationships between organizational diversity initiatives, climate, inclusion, and perceptions of discrimination. Using survey data from university faculty and staff, authors explore how diversity initiatives impact organizational climate and how, in turn, climate influences inclusion and perceptions of discrimination. Structural equation modeling revealed that diversity initiatives enhance climate, which increases inclusion and decreases discrimination. These findings highlight the importance of fostering a positive climate to reduce workplace discrimination.

Speaker



Paige Peterson
Human Resources Intern | McCarthy Building Companies, Inc.

#MeToo? The Role of Organizational Ethics in Silence Reactions to Sex Discrimination - (Session ID 1534)

4:00 PM – 4:50 PM

INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 13

Authors: Gu, P. (2024). #MeToo? The Role of Organizational Ethics in Silence Reactions to Sex Discrimination. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This paper investigates the role of employee silence in the relationship between observed sex discrimination in the organization and employee turnover intentions and the moderating role of ethical culture in influencing this mediation. Results show a positive indirect effect of sex discrimination on turnover intentions through ineffectual silence. Interestingly, this effect was stronger in cases of strong ethical culture, suggesting that even if the organization sanctions unethical behavior, employees remain silent because they believe speaking up is ineffective.

Speaker



Pamela Gu

The Impact of Neurodiversity on Eye Movement Behavior in Face-to-Face Interactions - (Session ID 1580)

4:00 PM – 4:50 PM

INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 14

Authors: Lindgren, C., Pickering, K., Wang, W., Lobel, M. (2025, April). The impact of neurodiversity on eye movement behavior in face-to-face interactions. Poster presented at the 39th Annual Meeting of the Society of Industrial and Organizational Psychology, Denver, Co.

This study explores the influence of neurodiversity on eye movement behaviors in face-to-face interactions. Using eye tracking, differences in saccade amplitude and pupil dilation were observed across neurodiverse and neurotypical individuals, revealing distinct patterns of visual exploration and cognitive engagement with simulated social interactions. Findings highlight how neurodiverse individuals process social and emotional stimuli differently, with implications for employee selection processes where nonverbal communication cues like eye contact and facial expressions are most salient.

Speaker



Chapman Lindgren

Doctoral Candidate | CUNY Graduate Center

Yes Chef! Gender Biases in Hiring Criteria for Commercial Kitchens - (Session ID 1589)

4:00 PM – 4:50 PM

INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 15

Authors: Kimmel, J.E. (2025). Yes Chef! Gender Biases in Hiring Criteria for Commercial Kitchens [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors examined criterion differences between hiring men versus women in an online task. Participants (n = 294) selected job applicants based on diagnostic qualification information paired with nondiagnostic demographic information in the form of male versus female pictures. Responses examined using signal detection theory showed strong criterion preference for hiring female over male candidates for positions of power in kitchens, $p < .001$, $d = 0.30$. These results contradict correlational research that show a greater proportion of men in leadership roles in restaurant kitchens in the real world.

Speaker



Jonah Kimmel

Graduate Student Researcher | Gender Issues Research Lab, University of Calgary

Understanding Indigenous Peoples' Workplace Stress and Burnout: A Systematic Review - (Session ID 1590)

4:00 PM – 4:50 PM

INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 16

Authors: Atay, E. J., Taylor, K., Kang, H., & Escobar, S. (Apr 2-5, 2025). Understanding Indigenous Peoples' workplace stress and burnout: A systematic review [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Disparities in employment and health, along with the persistent oppression, prejudice, and discrimination faced by Indigenous peoples, has implications for occupational health. Authors conducted a systematic review of 26 studies focused on workplace stress and burnout among Indigenous peoples, summarizing key descriptive factors, conceptual frameworks, and research outcomes. Additionally offered are recommendations for future research and practical strategies to better support Indigenous workers.

Speaker



Elaine Atay

Ph.D. Candidate | University of Calgary

Cracking the Code: A Systematic Review of Microaggression Measurement Tools - (Session ID 1624)

4:00 PM – 4:50 PM

INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 17

Authors: Harmata, R., & Hoffman, B. (2024). Cracking the Code: A Systematic Review of Microaggression Measurement Tools [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO., United States.

The lack of consistency between proposed microaggression taxonomies and validated measures is significant. The present study systematically reviews the literature to: (a) identify microaggression measures, (b) assess the frameworks behind them, (c) find common themes across identity groups, and (d) identify unique group-specific themes. Eight comprehensive, identity-agnostic microaggression themes are identified and defined in this review.

Speaker



Rebecca Harmata

Graduate Research Assistant | The University of Georgia

Belonging and Barriers: How Identity Mobilization Impacts Black Women Leaders - (Session ID 1630)

4:00 PM – 4:50 PM

INCLUSION/DIVERSITY POSTER SESSIONS

Poster Board # 18

Authors: Jackson, C. E., Okoroji, J. C., & Mitchell, T. D. (2025). Belonging and Barriers: How Identity Mobilization Impacts Black Women Leaders [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Despite increased diversity initiatives and Black women's workforce participation, they still face stereotypes, belonging issues, and leadership barriers. This study examines how stereotype activation and feelings of belongingness interact to influence Black women's use of identity mobilization tactics and their career and leader identities. The research addresses gaps in managing stereotypes, the role of identity mobilization, and its impact on career and leader identities for Black women.

Speaker



Janet Okoroji

PhD Student | Louisiana State University

"Ignored No More!": Considering Status and Collar Differences Among Workers - (Session ID 450)

4:00 PM – 4:50 PM | Location: 405/406

INCLUSION/DIVERSITY

Authors: Phillips, J. (Chair), Chatterjee, D. (Co-Chair), & Bergman, M. (2025). Considering Status: A Showcase of Research with Low-SES and Blue-Collar Workers [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States

This symposium explores how socioeconomic status (SES) and job category (blue or white collar) influence workplace experiences, a topic often overlooked in industrial-organizational psychology. Four papers explore theory and empirically test variables relevant to low-SES and blue-collar workers, who have been historically left out of I-O research. Dr. Mindy Bergman will discuss the implications of these studies and future research directions.

Speakers



Mindy Bergman
Texas A&M University



Deepshikha Chatterjee



Marie Childers
Assistant Professor | Southern Illinois University Edwardsville



Precious McQuade
PhD Student | University of Maryland



Cassandra Phetmisy
University of Maryland at College Park



Jason Phillips
PhD Student | Baruch College & CUNY Graduate Center



Ann Schlotzhauer
Assistant Professor | Missouri University of Science and Technology

Qualitative and Quantitative Data: A Powerful Combination for Impactful Insights - (Session ID 277)

4:00 PM – 4:50 PM | Location: 705/707

MEASUREMENT/STATISTICAL TECHNIQUES

Authors: Abraham, E. (Chair). (2025). Qualitative and Quantitative Data: A Powerful Combination for Impactful Insights [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This symposium explores the application of mixed-methods research, combining quantitative and qualitative approaches with a focus on ML techniques for qualitative data analysis. Five papers demonstrate this approach across various organizational research areas, including employee feedback, well-being, rater satisfaction, personality assessment, and careless responding tendencies. The presented work highlights the value of integrating qualitative and quantitative methods for deeper insights.

Speakers



Elsheba Abraham
Data Insight Consultant | DDI | Development Dimensions International



Danilo Le Sante
People Analytics Researcher | Google



Mukhunnth Raghavan
Postdoctoral Research Scholar | TGH-USF People Development Institute



Felix Wu
Research Scientist | HumRRO



Rosey Rhyne
Sr. Research Manager | DDI | Development Dimensions International

Five Rivers Lead to One Ocean: A Unified Perspective on SJT Validity - (Session ID 1113)

4:00 PM – 4:50 PM | Location: 207

TESTING/ASSESSMENT

Authors: Martin-Raugh, M. P. (Co-Chair), & Kell, H. J. (Co-Chair) (2025). Five rivers lead to one ocean: A unified perspective on SJT validity [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Brooks, R. R., Martin-Raugh, M., Kell, H. J., & Lang, J. W. B. (2025). The influence of cognitive ability on situational judgment test scores: The effects of fluid vs. crystallized intelligence. Bynum, B., Oppler, S., Jorgenson, A., Ezike, N., & Ainslie, G. (2025). Signal detection theory: An alternative approach to scoring situational judgment tests. Kato, A. E., Martin-Raugh, M., & Adhikari, A. (2025). Exploring the impact of gender, Ethnicity, and power cues on performance on video SJTs. Lievens, F., Xi, L., Zhou, J., Sackett, P. R., Martin-Raugh, M., & Tian, Y. (2025). Three decades of construct-measurement research on situational judgment tests: Striking a balance between construct clarity and predictive power? Sanchez, J. I., Gonzalez-Palomino, M., Her, D. Y., & Upadhyay, S. (2025). Does using cases in lieu of vignettes in situational judgment tests (SJTs) produce interpretable constructs?

This symposium integrates findings across the 5 recognized sources of evidence in support of SJT validity: content, internal structure, nomological, response process, consequential. Validity evidence manifests in many ways across the studies, including meta-analysis of SJTs' nomological networks, application of signal detection theory to scoring, use of case studies to clarify factor structures through enriched content, and manipulation of the identities of avatars in video-based SJTs. Results provide guidance for improving fairness and accuracy through innovative SJT design and scoring.

Speakers



Ricardo Brooks
Assistant Professor | Pennsylvania State University



Beth Bynum
HumRRO



Anne Kato
Assistant Professor Of Management | Seattle Pacific University



Harrison Kell
Principal Scientist | HumRRO



Filip Lievens
Lee Kong Chian Professor of HR | Singapore Management University



Michelle Martin-Raugh
Assistant Professor | The University of Texas at Arlington



Juan I. Sanchez
Knight-Ridder Byron Harless Eminent Chair | Florida Int'l University/EGADE-Tec Monterrey

Invited: COI - Thriving in Transition: Career, Culture, and Community for International I-O Students (Session ID 1680)

4:00 PM – 4:50 PM | Location: 708/710/712

GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES

This session will focus on the unique challenges faced by international students and professionals pursuing careers in I/O psychology. The facilitated conversation will explore effectively navigating job search, adjusting to cultural differences in professional and academic settings and overcoming visa-related barriers. Participants will share personal experiences, develop strategies for building support systems, and discuss how universities, organizations, and employers can better support international students in their professional development.

Speakers



Indra Mundada

Ph.D. Candidate | People Analytics | Workforce Optimization | Hofstra University



Dr. Myia S. Williams



Bharati Belwalkar

Senior I/O Researcher | American Institutes for Research



Aditi Sachdev

Employee Engagement and Analytics Manager | PIMCO

Practitioner Best Practice Sharing Event

4:00 PM – 5:00 PM

EVENTS & RECEPTIONS

Preregistration is required.

Please refer to registration email for location.

Career Growth Exploration

4:00 PM – 5:00 PM

EVENTS & RECEPTIONS

Preregistration is required.

Please refer to registration email for location.

Partner Showcase: Multi-Health Systems - Emotional Intelligence and Intelligence: Questions...and Some Answers

4:00 PM – 4:50 PM | Location: 301

SPONSORED

This session with John (Jack) D. Mayer, PhD, will discuss the concept of Emotional Intelligence (EI) and address the following questions:

- What is the Cattell-Horn-Carroll (CHC) Three-Stratum Model of Intelligence?
- Is Emotional Intelligence a concept of importance? What is it?
- How is Emotional Intelligence measured?
- How did Emotional Intelligence break ground for additional people-centered intelligence?
- What does Emotional Intelligence predict and what are its applications?

Speaker



John D. Mayer

Professor of Psychology | University of New Hampshire

Roads Less Traveled: Crafting Unexpected Careers Leveraging Your I-O Skillset - (Session ID 235)

5:00 PM – 5:50 PM | Location: 708/710/712

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: Pavese, L. (Chair), Kuschman, H. (Panelist), Mission-Moon, J. (Panelist), Obermann, L. (Panelist), Pytlovany, A. (Panelist), & Roberts, Z. (Panelist). Roads Less Traveled: Crafting Unexpected Career Paths Leveraging Your I-O Skillset [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This interactive session explores "career pivots." Leaders from various organizations will share how they crafted their careers, providing a contrast between more common I-O paths and pivotal opportunities that led to embarking on roads less traveled. Panelists will discuss how I-O psychologists can leverage their knowledge and skill sets to create or reinvent a dynamic career. Especially useful for midcareer practitioners, participants will have the opportunity to rotate through roundtable conversations, gaining insights into panelists' career journeys and advice on areas of interest.

Speakers



Haley Kuschman

Employee Experience Solution Strategist | Qualtrics



J'Aimee Mission-Moon

Seattle Pacific University



Luke Obermann

Technical Product Manager | Aledade



Liz Pavese

Principal Business Psychologist | Workday



Amy Pytlovany

Director of Research & Assessments | Center for Parental Leave Leadership



Zachary Roberts

Responsible AI - Sr. Program Manager | Workday

Invited: Marketing I-O Psychology - (Session ID 1686)

5:00 PM – 5:50 PM | Location: 702/704/706

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors:

Kreamer, L. (co-chair), Pietrofeso, A. (co-chair), Zhou, S. (co-chair), McCauley, R. (co-chair), Baran, B. (Panelist), Fletcher, K. (Panelist), Grabarek, P. (Panelist), Islam, S. (Panelist), Kath, L. (Panelist), Oswald, F. (Panelist), Rogelberg, S. (Panelist), Sawyer, K. (Panelist), Wiese, C. (Panelist), & Yost, P. (Panelist). (2025, April 2-5). Invited: Marketing I-O psychology: Master your elevator pitches [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.














Most formal I-O training focuses on communication within the professional world (e.g., sharing research, preparing client presentations). Although valuable, these skills may not translate well with nonexperts. This workshop offers guidelines and practice for engaging the public in meaningful conversations about I-O research. It begins with a panel discussion on building an elevator pitch, followed by roundtables for participants to practice and receive feedback from experts. The session will conclude with a Q&A and reflection.

Speakers



Ben Baran

Associate Professor of Management | Cleveland State University

- 
- Keaton Fletcher**
Colorado State University
- 
- Dr. Patricia E. Grabarek**
Co-Founder | Workr Bbeing
- 
- Sy Islam**
VP of Consulting | Talent Metrics Consulting
- 
- Lisa Kath**
Associate Professor | San Diego State University
- 
- Liana Kreamer**
Assistant Professor | Florida Institute of Technology
- 
- Fred Oswald**
Professor | Rice University
- 
- Amanda Pietrofeso**
Human Resources Intern | ASME (The American Society of Mechanical Engineers)
- 
- Steven Rogelberg**
Chancellor's Professor; Professor, Management; Professor, Psychology | University of North Carolina at Charlotte
- 
- Katina Sawyer**
Associate Professor of Management and Organizations | University of Arizona
- 
- Chris Wiese**
Assistant Professor | Georgia Institute of Technology
- 
- Paul Yost**
Chair, I-O Psychology Department, & Associate Professor | Seattle Pacific University
- 
- Steven Zhou**
Incoming Assistant Professor of Psychology | Claremont McKenna College
- 
- Renee McCauley**
PhD Student | George Mason University

Beyond the Binary: Gender Expansive Careers Research Incubator - (Session ID 1465)






5:00 PM – 5:50 PM | Location: 405/406

INCLUSION/DIVERSITY

Authors: Miles, A.F., (Co-Chair), Salvas, A.L. (Co-Chair), DuBois, H.T., (Facilitator), Jaramillo, K. (Facilitator), Nault, E. (Facilitator), & Pyram, R. H. (Facilitator). (2025). Beyond the binary: Gender expansive careers research incubator [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Research about the influence of gender identity on career lifecycle processes is ubiquitous. Despite recent challenges to the gender binary in psychological science, gendered careers research rarely includes or centers the experiences of gender expansive people. Using a recent review and research agenda of diversity-related processes in the career lifecycle as a guiding framework, participants will join themed research discussions encompassing career choice, inclusion, intersectionality, and measurement/methodology. Participants will then return to the group to share broader insights.

Speakers

- 
- Kristen Jaramillo**
University of Houston
- 
- Ahleah F. Miles**
Research Associate | Michigan State University
- 
- Evan Nault**
Doctoral Student | University of Houston
- 
- Rachael Pyram**
Doctoral Candidate | Michigan State University
- 
- Abbey Salvas**
Senior Research Analyst | Idealis Advisory

Examining Personality Traits, Reputation, and Identity in the Workplace - (Session ID 1669)

5:00 PM – 5:50 PM | Location: 701


PERSONALITY

Authors:

Connelly, B. S., McAbee, S. T., Oh, I.-S., Jung, Y., & Jung, C.-W. (2025). *Invited: Examining Personality Traits, Reputation, and Identity in the Workplace*. [Alternative Presentation]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This invited address features research from the winners of the 2024 SIOP Hogan Award for Personality and Work Performance (Brian S. Connelly, Samuel T. McAbee, In-Sue Oh, Yongsuik Jung, & Chang-Wook Jung) focusing on an empirical examination of the trait–reputation–identity model. The audience will have an opportunity for questions and discussion.

Speaker

- 
- Brian S. Connelly**
Associate Professor | University of Toronto

The United Nations and SIOP: Advancing the Sustainable Development Goals - (Session ID 1116)

5:00 PM – 5:50 PM | Location: 207

GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES

Authors: Weiner, S. (Co-Chair), Campbell, C. (Co-Chair), McChesney, J., Mullins, M., & Poteet, M. (2025) The United Nations and SIOP: Advancing the Sustainable Development Goals. [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This SIOP UN Committee alternative session with active audience participation will review SIOP's support of the Sustainable Development Goals (SDGs) as a consultative NGO (nongovernmental organization) for the UN. 2025 is the 10th anniversary of the 2030 Agenda for Sustainable Development, which introduced the SDGs. By engaging SIOP members, authors aim to (a) build greater awareness of how I-O psychology research and practice has advanced the SDGs and encourage future research and practice that aligns with the SDGs, (b) strategize SIOP's contributions to help shape the next set of goals after 2030.

Speakers

- 
- Chelsi F. Campbell**
I/O Research Associate | The American Institutes for Research



Jenna McChesney
Assistant Professor | Meredith College



Morrie Mullins
Professor | Xavier University



Mark Poteet
President & Senior Consultant | AOP-IWOP-SIOP



Sara Weiner
Consultant | Independent

The Next Wave of Researchers: Findings From Corporate I-O Psychologists and Datasets - (Session ID 823)

5:00 PM – 5:50 PM | Location: 304

MEASUREMENT/STATISTICAL TECHNIQUES

Authors: Jackson, F. (Chair), Benzing, M. (Panelist), Coppinger, C. (Panelist), & Ostrowski, B. (Panelist). (2024). The Next Wave of Researchers: Findings from Corporate I-O Psychologists & Datasets [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Discover the hidden world of corporate I-O research in this novel session. Although academic journals publish valuable work, the most extensive datasets and cutting-edge findings often remain behind corporate doors. Authors unveil insights from these large datasets that are reshaping understanding of workplace dynamics, perceptions of AI, and experience of remote work. Four companies will give a peek behind the curtain, sharing a project from start to finish. Join them to explore the future of I-O psychology at the intersection of academic rigor and corporate innovation.

Speakers



Megan Benzing
Senior People Scientist | Microsoft



Catherine Coppinger
Head of Insights | Worklytics



Fresia Jackson
Director of People Science Research | Culture Amp



Ben Ostrowski
Lead Behavioral Scientist | Atlassian

Prioritizing Human Sustainability in a Tooled-Up World - (Session ID 977)

5:00 PM – 5:50 PM | Location: 201

TECHNOLOGY

Authors: Szpaichler, S. (Chair), Kang, B.Y. (Speaker), Levitt, S., Monitto, V. (Speaker), Stryker, S. R., Squires, S.B. (Speaker) (2025). Prioritizing Human Sustainability in a Tooled-Up World [Alternative Session Type - Fishbowl]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This fishbowl discussion will explore the intersection of human sustainability within the context of an AI-enabled workforce, drawing from both cutting-edge research and practical insights with a focus on new and long-term skills and the philosophical implications of meaningful work. We will discuss how integrating these elements can drive long-term value, resilience, and competitive advantage. The discussion highlights the need to balance cost containment with leveraging human capabilities.

Speakers



Vivian Monitto
Senior Manager | Deloitte



Sierra Stryker
University of Georgia



Sarah Szpaichler
Managing Director | Deloitte | NYU



Brandon Kang
PhD Student | University of Georgia

AI in Selection: The Enemy at the Gates or Key to the Future? IGNITE + Panel Session - (Session ID 289)

5:00 PM – 5:50 PM | Location: 505

TESTING/ASSESSMENT

Authors: Miller, D. (Chair), Acosta, J., Betts, M., Camden, L., Cotton, J., Fullick-Jagiela, J. M., Hess, J. (2025). AI in Talent Acquisition: The Enemy at the Gates or the Key to the Future? [IGNITE Session] Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Organizations have rapidly adopted AI use for various use cases, including in talent acquisition for sourcing or editing job descriptions. To preserve fairness, HR has been focused on preventing candidates from using AI within the talent acquisition process. However, skill in AI are becoming more important for success in roles as employees are using AI for drafting emails, analyzing data, or editing SIOP submissions. This session will focus on the shift in the market to measure these skills, identifying where it is appropriate to prevent AI use and where identifying AI skill is beneficial.

Speakers



Jen Diamond Acosta
Kenvue



Matt Betts
Head of Product Data and Insights | RHR International



Julia Fullick-Jagiela
Professor & Chair of Management | Quinnipiac University



Daniel Miller
Solution Architect | SHL

Revising the APA/SIOP Ethics Code: Implications for I-O Practice and Research - (Session ID 228)

5:00 PM – 5:50 PM | Location: 607

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Lowman, R.L. (Chair), Guentert, K.H., & Sanders, C., & Connell, J.B. (2024). Revising the APA/SIOP Ethics Code: Implications for I-O Practice and Research [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The Ethics Code of the American Psychological Association (which is SIOP's Ethics Code) is currently undergoing major revision. Part of the process entails obtaining feedback during required public comment periods. This session discusses the process for changing the code and opportunities for providing feedback during 90-day public comment period(s). Each of the four IGNITE presentations on

revised standards (Professional Responsibility; Testing Assessment, and Evaluation; Research, Publication; Scientific Integrity; and Technology; and Consulting) will be followed by small group discussion.

Speakers



Joanie Connell

Organizational Consultant and Coach | Flexible Work Solutions



Kasey Harboe Guentert

Executive Consultant | APT Metrics



Rodney L. Lowman

1) Visiting Professor; 2) President | 1) U. of Johannesburg, South Africa; 2) Lowman & Richardson/Consulting Psychologists, P.C.



Morton McPhail

Retired Consultant

Disrupting the DEI Dialogue: Fresh Perspectives and Bold Solutions - (Session ID 1328)

5:00 PM – 5:50 PM | Location: 407

INCLUSION/DIVERSITY

Authors: Davis, S. N. (Co-Chair), Gardner, D. M. (Co-Chair), Davis, J., Eggler, K., Stewart, D., Stoa, R. (2025). Disrupting the DEI Dialogue: Fresh Perspectives and Bold Solutions [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO., United States.

This session challenges traditional DEI approaches by exploring "hot," and innovative perspectives on the future of DEI in the workplace. As political and workplace climates evolve, authors will examine the effects of DEI fatigue, the consequences of top-down initiatives, leadership's role in fostering inclusion, and the need to advance DEI at the research level. Through fast-paced presentations and interactive discussions, authors explore how DEI efforts can move beyond compliance to create long-term cultural change.

Speakers



Javon Davis

University Of Georgia



Shelby Davis

Graduate Research & Teaching Assistant | Colorado State University



Kristen Eggler

PhD Candidate | University of Georgia



Dillon Stewart

Graduate Student | Rice University



Rosalyn Stoa

Graduate Student | Colorado State University

Crossing the Threshold - Experiences and Lessons Learned Working in Healthcare - (Session ID 1070)

5:00 PM – 5:50 PM | Location: 605

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: pending

The complexity and importance of healthcare systems have captivated many I-O psychologists as an area in which the skillset can make a huge difference. However, there are also many challenges, not least of which is how to begin working within healthcare or that many individuals within healthcare find it challenging to dedicate time to collaborations. The goal of this panel is to discuss the experiences, barriers, and lessons learned for working in healthcare with actionable next steps for the audience and panelists alike.

Speakers



Brianna Billotti

Educator, Organizational Development | Northwell Health



Deborah DiazGranados

Associate Professor | Virginia Commonwealth University



Ramana Feeser

Professor & Vice Chair of Quality and Safety Department of Emergency Medicine | VCU Health



Sarah Liebowitz

Interprofessional Education Program | SLU



Riley McCallus

Visiting Assistant Professor | Furman University



Nastassia Savage

Visiting Assistant Professor | Old Dominion University



Allison Traylor

Assistant Professor | Clemson University

Coaches Gone Wild? Executive Coaching in an Unregulated Environment - (Session ID 997)

5:00 PM – 5:50 PM | Location: 203

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: Seyfang, E. R., Cooper, R., Feder, R., Overland, P., Prater, J., & Talton, R. Y. (2025). Coaches gone wild? Executive coaching in an unregulated environment [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Five highly experienced practitioners from diverse backgrounds will share their insights regarding working in the self-regulated field of executive coaching. Panelists will discuss ethical considerations surrounding navigating the self-regulated coaching industry. They will also share how they would respond given a short prompt involving an ethical dilemma. This session is designed for I-O practitioners already in or with a desire to enter the executive coaching field, as well as researchers and anyone with a responsibility to oversee leadership development programs.

Speakers



Rochelle Cooper

CEO | Success Leaders



Rebecca Feder

Principal Consultant | Princeton HR Insight



Patricia Overland

Director Of Coaching | Center for Creative Leadership



Jessica Prater

Adjunct Professor | Middle Tennessee State University (MTSU)



Emilie Seyfang
Hogan Assessments



Dr. Rachel Talton
Founder & CEO of Synergy Loyalty | Case Western Reserve University

Team Coaching: Translating Research Into Practice - (Session ID 190)

5:00 PM – 5:50 PM | Location: 705/707

GROUPS/TEAMS

Authors: Finfer, L. (Chair), Bittner, K. & Curphy, G. (2025). Team coaching: Translating research into practice [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Teams are ubiquitous in organizations. Consulting psychologists are frequently asked to evaluate senior leadership teams and provide recommendations to improve their effectiveness. In this panel discussion, 3 seasoned industrial-organizational psychologists will review the models of team effectiveness they employ in team coaching engagements. Each presenter will provide a case study that illustrates how they translate the research into real-world situations with executive leadership teams.

Speakers



Katherine Bittner
President | Bittner and Associates, LLC



Gordy Curphy
Managing Partner | Leadership and Team Expert | Curphy Leadership Solutions



Laura Finfer
Founder & Principal | Leadership Excellence Consulting

CANCELLED: Hey ChatGPT, Can You Code This Transcript? Using GenAI for Qualitative Data Analysis - (Session ID 1217)

5:00 PM – 5:50 PM | Location: 503/504

CANCELLED SESSION

Authors: Bauer, J., Marin, S., Perez, N. (Chair), Standridge, P. (2025). Hey ChatGPT, Can You Code This Transcript? Using GenAI for Qualitative Data Analysis [Panel Session]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Generative AI (GenAI) creates chances to increase qualitative data analytic efficiency. In this panel, experienced I-O psychologists share lessons from using large language models (LLMs) like ChatGPT in qualitative research. Panelists discuss using LLMs to augment analysis, from coding to summarization, providing tips for integrating the tools while preserving data richness. Key topics are translating principles to GenAI analysis, getting started with LLMs, understanding biases, navigating ethical concerns in data privacy, and developing new qualitative researchers grounded in theory and empathy.

Speaker



Sebastian Marin
People Scientist, Insights & Analytics | Palo Alto Networks

The Evolving I-O Psychologist: Empowering Leaders in a Dynamic Workplace - (Session ID 360)

5:00 PM – 5:50 PM | Location: 302/303

LEADERSHIP

Authors: Alenick, P., Joiner, L., Kirkland, J.E., Schultz, N., Torres, J., & Wallace, L. (2024). The evolving I-O psychologist: Empowering leaders in a dynamic workplace [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States

In today's rapidly evolving workplace, I-O psychologists are stepping up to equip leaders with the insights and tools necessary for success. This panel will explore emerging approaches in I-O psychology that empower leaders to effectively navigate new challenges. Attendees will gain practical strategies for elevating great leadership in performance management, talent development, and fostering a culture of innovation to drive organizational success.

Speakers



Paige Alenick
People Analytics Researcher | Google



Laura Joiner
Talent Management Director | Demandbase



Jordan Kirkland
I/O Psychologist, People Strategy & Analytics | Capital One



Nate Schultz
Director, People Strategy & Analytics | Salesforce



Jackie Torres
People Analytics Researcher | Google



Lauren Wallace
Researcher, Performance Management Design | Google

Driving Engagement During Mergers and Acquisitions: Strategies for Success - (Session ID 368)

5:00 PM – 5:50 PM | Location: 403/404

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Taylor, M.R. (Co-Chair), Kayga, L. (Co-Chair), Sylvestre, J., Melillo, B. Borchert, D., Baumgartner, N. (2025). Driving engagement during mergers and acquisitions: Strategies for success [Panel]. Society for Industrial Organizational Psychology Annual Conference, Denver, CO, United States.

Research shows that a significant percentage of mergers and acquisitions fail because leadership underestimates the impact of the "human side" of these organizational transformations. Panelists with expertise in I-O psychology, mergers and acquisitions, human resources, and culture will discuss strategies to enhance engagement at the executive, organizational, and individual level, both pre- and postmerger. This panel is designed for HR professionals and leaders navigating the complexities of mergers and acquisitions with their organization.

Speakers



Natalie Baumgartner
CLA



Dana Borchert
Senior Vice President, Denver Market Leader | CMA Global Inc



Luke Kayga
Senior People Scientist | Culture Amp & Baruch College



Beth Melillo

OD Consultant and Leadership Coach | Independent



Jennifer Nicol

Director, People & Culture NextGen | Parkland Corporation



Morgan Rose Taylor

Senior People Scientist | Culture Amp

From I-O To CHRO: How We Got There - (Session ID 717)

5:00 PM – 5:50 PM | Location: 205

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Lin, L.F. Barger, E., Basi, S., Biga, A., Cober, R., Fuller, J.A., Stevenson, M.A., (2025). From I-O to CHRO: How we got there. [Panel]. Society for Industrial and Organizational Psychology Annual Conferences, Denver, CO, United States.

An esteemed panel of CHROs from a variety of industries come together to share about the journey they have gone through to become lead HR executives. Planned questions along with questions from the audience will be directed to seven CHRO's in this interactive panel session.

Speakers



Eric Barger



Soni Basi

Strategic HR Advisor | Whitney Museum of American Art



Andy Biga

Chief People Officer | GoHealth Urgent Care



Richard Cober

Gartner



Julie Fuller



Lilly Lin

Executive Director | Russell Reynolds Associates



Maura Stevenson

Chief Human Resources Officer | MedVet

Afraid I-O Will be Replaced by A-I? Skills for the Modern I-O - (Session ID 305)

5:00 PM – 5:50 PM | Location: 501/502

TEACHING I-O PSYCHOLOGY/STUDENT AFFILIATE ISSUES/PROFESSIONAL DEVELOPMENT

Authors: Garrow, J. (Chair), Baker, T., Blanshteyn, V., Drescher, A., Johnston, S., Knott, M. (2025). Afraid I-O will be Replaced by A-I? Skills for the Modern I-O [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The goal of this session is to explore ways that I-Os can go beyond formal training and typical job roles to become more effective and modern practitioners. Panelists will share their experience relating to how artificial intelligence (AI) has impacted their work and careers, allowing them to be more effective in their role. Ideas discussed will include whether AI is here to stay or just a fad, scenarios where AI works well (or does not), and what to expect when I-Os are ultimately responsible for the ethical use of AI in organizations.

Speakers



Tonya Baker

Manager, Talent Solutions | SHL



Victoria Blanshteyn

Manager, Employee Voice | Chevron



Amanda Drescher

Senior I/O Psychologist | St. Jude Children's Research Hospital



Jennifer Garrow

Senior Consultant | SHL



Stephen Johnston

Sr. Analyst, R&D | RHR International



Mike Knott

Principal Consultant, Talent Analytics | Medtronic

AI in I-O Teams: Creative Applications, Ethical Practice, and Lessons Learned - (Session ID 718)

5:00 PM – 5:50 PM | Location: 507

TECHNOLOGY

Authors: Facticeau, J., Fetzter, M., Gutierrez, S., Hansen, A., Hoffman, B., & Kantrowitz, T. (2025, April). AI in I-O teams: Creative applications, ethical practice, and lessons learned [Panel discussion]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session brings together a panel of senior leaders of I-O teams that are experimenting with creative and innovative ways to leverage generative AI (GenAI) in their work. Panelists will share examples of how their teams are using GenAI and discuss best practices, lessons learned, and practical guidance for equipping I-O psychologists to use GenAI effectively, creatively, and responsibly. Through interactive discussions and real-world scenarios, participants will have an opportunity to explore practical approaches to implementing GenAI in their own work and teams.

Speakers



Dr. Jeffrey D. Facticeau

Chief I/O Psychologist | HackerRank



Michael Fetzter

Associate Partner - Global Science & Product Development | Aon



Sara Gutierrez

Chief Science Officer | SHL



Anne Hansen

Senior Manager, Research Science, Talent Assessment | Amazon



Dr. Brian J. Hoffman

University of Georgia



Tracy Kantrowitz

Chief Professional Services and Product Officer | PDRI by Pearson

Smart Partners or Silent Threats? Exploring the Role of LLMs in I-O Psychology - (Session ID 1010)

5:00 PM – 5:50 PM | Location: 506

TESTING/ASSESSMENT

Authors: Bakeman, T. S. (Chair), Blair, M. D., McKissick, E. A., Mracek, D. L. (2024). Smart partners or silent threats? Exploring the role of LLMs in I-O Psychology [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session will explore the role of large language models (LLMs) in industrial-organizational (I-O) psychology, highlighting how AI tools like ChatGPT can enhance efficiency and productivity. Attendees will learn about practical strategies for integrating LLMs into I-O tasks while addressing risks and concerns. Emphasis will be placed on maintaining human touchpoints, ensuring that LLMs serve as collaborative tools rather than replacements. Participants will gain actionable insights to optimize AI usage in their professional practice.

Speakers



Tori Bakeman
Research Scientist | HumRRO



Emily McKissick
Research Scientist | Human Resources Research Organization (HumRRO)



Derek Mracek



Charles Handler
President and Founder | Rocket-Hire

Poster Sessions: Occupational Health/Safety/Stress and Strain

5:00 PM – 5:50 PM | Location: Mile High Ballroom

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

POSTER SESSIONS

Impact of Botched Technology Change on Occupational Future Time Perspective - (Session ID 150)

5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

POSTER SESSIONS

Poster Board # 16

Authors: Ruffin, M. A., Davenport, M. K., & Beier, M. E. (2025). Impact of botched technology change on occupational future time perspective [Poster]. Society for Industrial and Organizational Psychology 40th Annual Conference, Denver, CO, United States.

Authors explore the impact of a year-long, ineffective, administrative system implementation on OFTP and intentions to turnover and retire. OFTP (Time 3) did not mediate the relationship between age (Time 1) and voluntary turnover intentions a year after the implementation (Time 4); however, exploratory analyses found OFTP mediated the relationship between age and retirement intentions. Perceived organizational support (POS; Time 2) did not moderate the relationship between age and occupational future time perspective, but evidence suggests the direct effect of POS on OFTP was significant.

Speaker



Makai Ruffin
Doctoral Student | Rice University

Unraveling the Interplay of Sleep Disturbance, Physical Activity, and Work Performance - (Session ID 185)

5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

POSTER SESSIONS

Poster Board # 22

Authors: Bush, A. L., & Stachowski, A. (2025). Unraveling the interplay of sleep disturbance, physical activity, and work performance [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study explores the impact of sleep disturbances and physical activity on fatigue limiting work and absenteeism, using data from the Health and Retirement Study. Findings showed that sleep disturbances and diagnosed sleep disorders predict fatigue limiting work and absenteeism, with diagnosed sleep disorders showing a more pronounced effect. Physical activity was found to buffer the impact of sleep disturbances on fatigue limiting work, though not on absenteeism. Additionally, sleep disturbances had a significant impact on work performance, even after controlling for self-rated health.

Speaker



Alex Bush
Graduate Student | St Cloud State University

Is It Hot in Here? A Stress Appraisal Framework of Sexual Attraction in the Workplace - (Session ID 218)

5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

POSTER SESSIONS

Poster Board # 23

Authors: Merchant, S.M. & Dust, S.B. (2024). Is It Hot In Here? A Stress Appraisal Framework of Sexual Attraction in the Workplace [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors develop a conceptual framework that investigates the physiological phenomenon of sexual attraction in the workplace and posit that such feelings are likely to be appraised as stressful. Using the dual control model (DCM) of sexual response and the transactional theory of stress, they further outline a dual pathway through which sexual attraction at work can lead to both positive and negative work-related outcomes. Also considered is how power differentials and gender interact with proposed relationships.

Speaker



Sharmeen Merchant
Graduate Assistant | University of Cincinnati

Beyond Sleep Duration: Rethinking Sleep Disparities Among Asian American Employees - (Session ID 229)

5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 24

Authors: Ren, Z., Stanek, C. K., & Ones, S. D. (2025). Beyond Sleep Duration: Rethinking Sleep Disparities among Asian American Employees [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors examined sleep disparities between Asian-Americans and Whites in an employee sample, using both subjective and objective sleep measures. Results showed that compared to Whites, Asian Americans had shorter sleep durations but similar sleep continuity and sleep quality. Additionally, Asian Americans reported that their productivity was less impacted by negative sleep experiences. Similar patterns were observed when comparing Hispanics and Whites.

Speaker



Ziyu Ren

Graduate Student | University of Minnesota, Twin Cities

An ML Approach to Investigating Mental Health Help Seeking Among Technology Employees - (Session ID 324)

5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 25

Authors: Hoover, A. N.*, Wonders, M. E.* (2025). A machine learning approach to investigating mental health help-seeking among technology employees [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. *Both authors contributed equally to this work.

This exploratory study tested the effectiveness of using different machine learning (ML) methods to predict the factors that contribute to mental health help-seeking behaviors among employees in the tech sector. A random forest model demonstrated strong predictive ability (AUCtraining = .893, AUCtesting = .871). Also, whether the employee has (a) discussed mental health concerns with their coworkers and (b) experienced negative consequences as a result of discussing mental health at work were the most influential factors. Implications of how to intervene upon these factors are discussed.

Speaker



Annie (Nottingham) Hoover

Graduate Research Assistant | George Mason University

Exploring the Effects of Organizational Information Security on Trusts and Commitment - (Session ID 353)

5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 26

Authors: Li, H. F., Hsu, C., Kao, K. Y., & Pan, L., (2025). Exploring the Effects of Organizational Information Security on Trusts and Commitment. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO.

The development of information technology has led organizations to prioritize information security for financial success. This study applies social exchange theory to examine the relationship between organizational information security and employees' affective commitment, with psychological safety climate as a moderator. Data from 241 employees reveal that organizational information security positively impacts commitment, indirectly through organizational trust. This indirect effect is stronger when the psychological safety climate is high.

Speaker



Chia-hao Hsu

PHD Student | University of Houston

Social Comparison and Pressure: Examining the Roles of Sex and Rank - (Session ID 437)

5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 27

Authors: East, A., Burch, K.A., & Cheung, H.K. (2025). Social comparison and pressure: Examining the roles of sex and rank [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors examined the relationship among upward social comparison tendencies, time pressure, and telepressure among tenure-track and tenured faculty during the COVID-19 pandemic. Using social comparison theory and the job demands-resources model, they explored gender and rank as moderators. Results revealed significant relationships among upward social comparison, time pressure, and telepressure, but no moderating effects of gender or rank. Findings highlight the pervasive nature of social comparison pressures in academia, with implications for faculty well-being and institutional policies.

Speaker



Ashley East

Graduate Research and Teaching Assistant | Western Kentucky University

Designing Better Nature Breaks at Work: Employee Ecosystem Preferences - (Session ID 543)

5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 28

Authors: Steigenwald, N., LeNoble, C. A., Perez, A., Inorio, S., Knabe, S., Chriswell, C., Bako, C., Schmitt, C., D'avenia, L., & Rayo, N. (2025). Designing Better Nature Breaks at Work: Employee Ecosystem Preferences [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Although evidence suggests that nature exposure promotes recovery from work stress, how ecosystem type and health impact employee preferences for taking a nature break at work remains unclear. Authors apply prospect refuge theory and generalized unsafety theory of stress to investigate employee (N = 545) preferences for real natural settings varying in habitat health and type. Results of quantitative and qualitative analyses indicate prospect, refuge, familiarity, and novelty—but not geographic proximity to locations depicted—affect preferences. Implications and future directions are discussed.

Speaker



Letizia D'Avenia

Graduate Student | University of Central Florida

CANCELLED: A Meta-Review and Bibliometric Analysis of Fatigue Risk in Industrial Shift Workers - (Session ID 546)

5:00 PM – 5:50 PM

CANCELLED SESSION

Poster Board # 29

Authors: Bauerle, T. J. (2024). A meta-review and bibliometric analysis of fatigue risk in industrial shift workers [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Published meta-analyses and systematic reviews on fatigue-related risk in industrial shift workers and other healthy adults were identified and synthesized. Data were extracted from 386 reviews, which indicated several outcomes of poor sleep (health, performance, safety), stable predictors (personality, work environment), and intervention areas to improve fatigue risk (light, diet and exercise, work schedules). Exploratory bibliometric analyses suggested high impact and linkages among health and sleep hygiene reviews, with less integration among reviews focused on work-specific contexts.

Guilt From Organizational Unethical Practices as a Stressor - (Session ID 590)

5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

POSTER SESSIONS

Poster Board # 30

Authors: Boucher, E. R., Pyram, R. H., Denny, A., & Van Fossen, J. A. (2025). Guilt from organizational unethical practices as a stressor [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, Co, United States.

Authors examined the relationship between guilt from organizational unethical practices and stress for employees. They also examined how ethical leadership and coworker ethical behavior could act as moderators. Findings indicate that guilt is related to depression and psychological strain. Additionally, ethical leadership and coworker ethical behavior both moderated some effects of guilt, suggesting that it is important for employees to experience ethical leadership as well as ethical behavior from their coworkers, especially when working for organizations that may show unethical behavior.

Behind the Façade: Impostor Phenomenon and the Professional Realities of Women - (Session ID 730)

5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

POSTER SESSIONS

Authors: Henry, C., Martinez- Lares, E., Salter, N. P., Shapiro, T. (2024). Behind the Façade: Impostor Phenomenon and the Professional Realities of Women. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Imposter phenomenon often plays a challenging role in the workplace experiences of women and can be further confounded by the experience of discrimination. This study aimed to investigate these relationships. Findings indicated that perceived discrimination was associated with impostor phenomenon and that there was also a significant relationship between impostor phenomenon and maladaptive perfectionism, but these relationships were not moderated by gender. Overall, this study suggests that the negative impact of imposter phenomenon may be universally experienced by all.

Speaker



Chardae Henry
Hofstra University

How Can Proactive Boundary-Spanning Employees Cope With Loneliness? - (Session ID 755)

5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

POSTER SESSIONS

Poster Board # 32

Authors: Dong, J. Y., Li, F. L., Cheng, W., & Li, X. L. (2024). How can proactive boundary-spanning employees cope with loneliness? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors apply the proactive behavior process model to boundary-spanning employees' working context to identify proactive personality as a key trait that helps address loneliness. They hypothesize that proactive personality reduces loneliness via 2 cognitive processes—high communion striving and low affective rumination—promoting 2 contextualized behaviors (i.e., client-oriented relationship building and leader-oriented work synchronization). Findings from a 4-wave survey of 399 boundary-spanning employees supported most of the hypotheses.

Speaker



Li Fuli
Professor | Xi'an Jiaotong University

From Stress to Recovery: A Daily Diary Study on the Mediating Role of Work Detachment - (Session ID 805)

5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

POSTER SESSIONS

Poster Board # 33

Authors: Chappell, J. M., Helmy, Y., Stephens, A. B., Bo, R., Sanger, R., Hu, X., & Jang, S. (2025, April). From Stress to Recovery: A Daily Diary Study on the Mediating Role of Work Detachment [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO.

This study explored the impact of challenge and hindrance stressors on recovery and investigated the mediating role of work detachment on United States employees using a daily diary design. Employing the job demands-resources model and conservation of resources theory, authors found that challenge stressors had a negative relationship with work detachment. Results did not support the other predictions. Implications for theory and organizations and future directions are discussed.

Speaker



Josh Chappell

Inmate-Related Stressors and Emotional Exhaustion Among Correctional Officers - (Session ID 850)

5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

POSTER SESSIONS

Poster Board # 34

Authors: Glasgow, T. E. & DiazGranados, D. (2025). Inmate-Related Stressors and Emotional Exhaustion Among Correctional Officers [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Correctional officers (COs) are exposed to inmate-related stressors that likely contribute to emotional exhaustion. Using a publicly available dataset of 497 COs, authors conducted linear regression to examine the associations between inmate-related stressors and emotional exhaustion, with CO gender as a moderator. Inmate-related stressors were found to be associated with increased emotional exhaustion. Female COs reported higher levels of emotional exhaustion. The association between inmate-related stressors and emotional exhaustion was not stronger for female COs when compared to male COs.

Speaker



Trevin Glasgow
Assistant Professor | University of Virginia

Drinking the Company Kool-Aid: A Review of Organizational Identification and Well-Being - (Session ID 863)

5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 35

Authors: Skovera, I. R., Gray, C. E., (2025, April). Drinking the company kool-aid: A systematic literature review of organizational identification and employee well-being. [Poster Presentation] Society for Industrial and Organizational Psychology 40th Annual Meeting, Denver, CO.

This systematic review analyzes 35 articles on the relationship between organizational identification (OID) and employee well-being. It highlights positive outcomes (e.g., job and life satisfaction) and negative ones (e.g., workaholism, work-family conflict). The review assesses the strengths and weaknesses of current research and recommends that future longitudinal studies explore contextual factors to better understand the nuanced connection between OID and employee well-being.

Speaker



Isabel Skovera
Graduate Research Assistant | Montclair State University

Gossip Will Set You Free: Negative Gossip and Social Interactions via Self-Esteem - (Session ID 865)

5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 2

Authors: Yun, M., Kim, K., Muscara, C., & An, M. (2024). Gossip will set you free: Negative gossip and social interactions via self-esteem. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Drawing on self-affirmation theory, this study tests a proposed model in which hearing negative gossip from others moderates the indirect effect of negative gossip about supervisor on social interactions via self-esteem. 357 participants from a construction company participated in the research. Results show that negative gossip boosts the gossipers' well-being when reinforced by others (through adaptive coping) but diminishes it when less gossip is heard from others (through maladaptive coping).

Layoff Stigma in the Modern Workforce: Perceptions and Implications - (Session ID 980)

5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 36

Authors: Guo, F., Min, H., & Black, J. K. (2025). Layoff Stigma in the Modern Workforce: Perceptions and Implications [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This paper investigates layoff stigma across 3 studies. Study 1 analyzes over 1.7 million tweets to assess recent public sentiment toward layoff stigma. Study 2 develops and validates 2 scales to measure perceived public and internalized layoff stigma using a sample of 400 workers. Study 3 tests a theoretical model with 193 laid-off individuals, showing how perceived public stigma manifests as internalized stigma, negatively impacting well-being. The findings also highlight coping strategies that buffer stigma's effects and suggest interventions to reduce layoff stigma in the workforce.

Speaker



Feng Guo
Assistant Professor | University of Tennessee At Chattanooga

Living a Calling and Burnout: The Moderating Role of Affectivity - (Session ID 1048)

5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 3

Authors: Mijatovic, I., & Horvath, M.(2024). Living a Calling and Burnout: The Moderating Role of Affectivity [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examined the relationship between living a calling and burnout, and explored positive and negative affect as potential moderators. Findings indicate a positive relationship between living a calling and burnout. Although positive affect did not act as a moderator, negative affect did. For higher levels of negative affect, living a calling and burnout had a weaker negative relationship, while lower levels of negative affect yielded a stronger negative relationship.

Speaker



Ivana Mijatovic
Human Resources Generalist | Cleveland Clinic

Who Can Benefit More From Recovery Activities That Beget Future Recovery Activities? - (Session ID 1063)

5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 1

Authors: Yun, M., Muscara, C., Kim, K., & An, M. (2024). Who can benefit more from recovery activities that beget future recovery activities?. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors developed and tested a recovery model where social interactions lead to better sleep quality through positive emotions. They also examined whether extraversion moderates the link between social interactions and positive emotions, and if emotional stability moderates the association between positive emotions and sleep quality. Across 2 studies with female nurses and male construction workers, findings confirmed a recovery-activities spiral and extraversion's moderating role, whereas emotional stability moderated sleep quality only in Study 2.

Analytics in Safety: Observations and Audits Reduce Workplace Injuries - (Session ID 1075)

5:00 PM – 5:50 PM






OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 4

Authors: Syazania, F., Leslie, J., Sipe, D., Solanilla, M., Rupert, N., Brynds, T., Stephens, M., Lally, E., Bergman, S. & Ludwig, T. (2025). Analytics in Safety: Observations and Audits Reduce Workplace Injuries [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Safety practices such as behavioral observations and process audits are common within organizations with high-risk jobs. This study examined the impact of behavioral observations and process audits on the incident probabilities of a large oil refinery facility using data from 2022 to 2023. Rolling sum-time series logistic regression analyses found that behavioral observations and process audits performed within the past 3 days decreased the likelihood of a safety incident occurring over the next 7 days by up to 12.9% and 12.7% respectively.

Speakers

- **Firazana Syazania**
Graduate Teaching Assistant | Appalachian State University
- **Nicholas Rupert**
Appalachian State University
- **Drew Sipe**
- **Erin Lally**
Graduate Student | Appalachian State University
- **Madalyn Stephens**
Graduate Research Assistant | Appalachian State University

Trapped in Isolation: The Impact of Loneliness on Coworkers' Workplace Ostracism - (Session ID 1082)

5:00 PM – 5:50 PM


OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 5

Authors: Hunt, A., Wolburg-Martinez, F., Zhang, Y., & Yang, L.-Q. (2024, April). Trapped in isolation: The impact of loneliness on coworkers' workplace ostracism [Conference poster]. 39th Annual Conference of the Society for Industrial and Organizational Psychology, Denver, CO, United States.

This study examines the within-person relationship between state loneliness, instigated incivility toward customers, and experienced ostracism from coworkers in service employees. Weekly data from 198 participants show that loneliness predicts instigated incivility toward customers, which mediates its link with ostracism from coworkers. A specific dimension of supervisor IEM—emotional response modification—unexpectedly intensified this effect, offering insights into how loneliness affects workplace dynamics and informing leadership strategies in service settings

Speaker

- **Alison Hunt**
Doctoral Student | Portland State University

Enhancing Frontline Service Employees' Well-Being Through Responsive Management - (Session ID 1104)

5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 6

Authors: Bish, A.J. & Jorgensen, F. (2025). Enhancing frontline service employees' well-being through responsive management [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO., United States.

Authors explore how nurses perceive the role of management in supporting them as frontline service employees (FSEs) during times of increasing demands. Drawing on social exchange theory, findings from semistructured longitudinal interviews (N=34) reveal that the intensification of job demands calls for a more responsive approach. Contributions to theory and practice are made by leveraging these insights to help frame how management could be more responsive to fluctuating demands and thus mitigate the effects on FSE well-being while supporting their capacity to maintain service quality.

Speaker

- **Adelle Bish**
North Carolina Agricultural & Technical State University

Workplace Aggression, Psychological Safety, and Safety Behavior in Minority Context - (Session ID 1122)

5:00 PM – 5:50 PM


OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 7

Authors: Kim, G. & Bergman, M. E. (2025). Workplace Aggression, Psychological Safety, and Safety Behavior in Minority Context [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors examined the mediating role of psychological safety in the relationship between workplace aggression and safety behavior as well as the effect of different indicators of being a minority on workplace aggression. Two path models (N = 564) were evaluated. The main effect of aggression on safety behaviors was supported, as was the posited mediation effect of psychological safety. However, there was little support for the effect of minority-based predictors of aggression. The results highlight the importance of aggression as an interpersonal factor in the prediction of safety behavior.

Speaker

- **Garam Kim**
Ph.D student | Texas A&M University

Supervisor Stress Bragging: Developing a Nomological Network - (Session ID 1181)

5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 8

Authors: Curtis, E., Hughes, I. M., & Gray, C. E. Supervisor stress bragging: Developing a nomological network. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

To date, little is understood surrounding the impacts of stress bragging, or boastfully talking about one's high stress levels, from supervisors. Drawing from the transactional model of stress, spillover theory, and research on toxic work climates, authors developed a model that identifies an antecedent (masculinity contest culture) as well as mediators (follower negative affect) and outcomes (follower unethical behavior) of supervisor stress bragging. Results from a survey study (N = 226) and experiment (N = 305) provide initial support for the model.

Speaker



Elizabeth Curtis
Graduate Research Assistant | North Carolina State University

Effect of HR Systems on Employee Outcomes: Case of EMS Dealing With Opioid Epidemic - (Session ID 1239)

5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 9

Authors: Sunil, N., Alterman, V., Swider, B. W., & Wang, M. (2024). Effect of HR systems on employee outcomes: Case of EMS dealing with opioid epidemic [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Organizational initiatives, specifically opioid-related safety procedures and employee assistance programs, affect key outcomes for emergency medical service (EMS) professionals amid the opioid epidemic in the U.S. Using a sample of 132 EMS professionals, authors hypothesize and test that these organizational initiatives buffer emotional burnout and improve social support for peers, thereby improving psychological outcomes such as occupational commitment, sleep quality, and health complaints. Participants were surveyed twice across 1 year, which showed support for most of the hypotheses.

Speaker



Niceson Sunil
Ph.D. Student | University Of Miami

The Effects of Home-Sourced Sensory Disturbances on the Work From Home Experience - (Session ID 1282)

5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 10

Authors: Erickson, J. & Kanfer, R. (2025). The Effects of Home-Sourced Sensory Disturbances on the Work from Home Experience [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The modern work from home arrangement presents a paradox, offering workers customization freedom while simultaneously exposing them to potential negative effects from the blending of home and work domains, particularly through sensory disturbances from nonwork sources. This study examines how home spatial characteristics relate to employees' sensory experiences, and how those sensory experiences relate to important work outcomes. Analysis of survey responses supported our hypotheses and underscored the need for optimized home workspace design.

Speakers



Jenny Erickson
I-O Psychologist Trainee | MD Anderson Cancer Center



Jennifer Erickson
PhD Student | Georgia Institute of Technology

Suicidality: The Role of the Workplace - (Session ID 1293)

5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board #11

Authors: Carroll, H. C. & Kowalski, R. M. (2025). Suicidality: The Role of the Workplace [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Suicide is a major issue in the world today. Authors examined the relationship between variables of the existing Interpersonal theory of suicide and various additional workplace factors in a sample of 233 faculty and lecturers at a large university. Findings from a path analysis indicated that thwarted belongingness (TB) and perceived burdensomeness (PB) predicted interpersonal hopelessness and suicidal ideation. Organizational mattering and workplace bullying were both found to predict TB/PB. This study sheds light on how the workplace affects one's overall risk for suicide.

Speaker



Hailey Carroll
Clemson University

Experiences of Tradeswomen in Construction: Creating a Safe, Healthy, and Respectful - (Session ID 1308)

5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 12

Authors: Huang, Y. H., Zhou, Y., Lytle, B., He, Y., Chlevin, C., Giordano, F., Lee, J., Anger, W. K., Courtney, T. K., Kelly, A., & Rameshbabu, A. (2025). Experiences of tradeswomen in construction: creating a safe, healthy, and respectful workplace climate [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study used the Total Worker Health® (TWH) approach and sociotechnical systems (STS) framework to address the needs of tradeswomen in the construction industry. Through semistructured interviews with 20 tradeswomen, authors explored their experiences in 5 key areas: occupational safety, physical health, psychological well-being, overall well-being, and workplace respect. Using the STS framework, they categorized findings into organizational themes, leading to actionable recommendations to improve safety, health, and inclusivity for tradeswomen.

Speaker



Yaxuan Zhou
University of Georgia

Change of Weekend Plans? Planned Versus Actual Leisure and Sleep on Monday Well-Being - (Session ID 1411)

5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 13

Authors: Yuan, J., Salter, N., & Shapiro, T. (2024). Change of Weekend Plans? Planned vs. Actual Leisure and Sleep on Monday Well-Being [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Weekend recovery is good for Monday's well-being. However, studies have only examined the actual time spent on recovery, overlooking the planning factor. This study draws upon the person-environment fit theory of stress. With a 2-time survey design spanned over a weekend, authors found the degree of fit between planned and actualized weekend recovery activities, rather than the actual time spent, relates to higher Monday well-being. Overall, results suggest it is important to sleep and engage in leisure activities as planned during the weekend. Implications and limitations are discussed.

Speaker



Jiajun 'JJ' Yuan

Age Inclusion in Hospitality: Frontline Experiences and Supervisor Support - (Session ID 1413)

5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 14

Authors: Montenegro, S., Perez, A., LeNoble, C. A. (2025). Age Inclusion in Hospitality: Frontline Workers Experiences and Supervisor Support [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This intermediate-level content for applied and academic attendees builds on foundational knowledge of age diversity. The work ability model is applied to evaluate age-related experiences in hospitality, using interview and focus group data (N = 29) from front-line staff and supervisors across hotel departments. Authors investigate how age influences workability and identify age-friendly supervisory practices and barriers. Findings reveal prevalent age stereotypes and that many are unaware of how age impacts work, highlighting the need for supervisor training to promote workability.

Speaker



Alberly Perez
University of Central Florida

Employees With Informal Eldercare Responsibilities: A Qualitative Examination - (Session ID 1458)

5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 15

Authors: Momcilovic, P. H., Thitsar, T., Kim, G., Pflieger, E., & Peng, Y. (2025). Employees with Informal Eldercare Responsibilities: A Qualitative Examination [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors explore informal family eldercare using an introductory-level qualitative inductive approach. They expand beyond existing resources based on the JD-R model by investigating employees' personal experiences and coping strategies with eldercare demands. Participants discussed resources from coworkers, supervisors, human resources, organizations, and society or government that can support them as they provide eldercare. This study offers unique eldercare experiences and insights to the current literature, which will inform theory and practice around eldercare interventions for employees.

Speaker



Petra Momcilovic
PhD student | George Washington University

Counting Sheep or Counting To-Dos? The Effects of Mindfulness and Workaholism on Sleep - (Session ID 1502)

5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 17

Authors: Guffey, L., Listyg, B., Clark, M.A., Smith, R.W. (2025). Counting sheep or counting to-dos? Examining mindfulness, workaholism, and sleep [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors examined the relationship between daily mindfulness and sleep quality and quantity. They also explored how workaholism moderates this relationship. No significant relationship between daily mindfulness and sleep quality or quantity was found. The interaction between workaholism and daily mindfulness was not significant when sleep quality was measured using 4 items about sleep disturbance, but was significant when measured with a global assessment. The interaction was not significant for sleep quantity.

Speakers



Laurel Guffey



Benjamin Listyg
Data Science Program Manager | Institute of Nuclear Power Operations (INPO)

Quantitative Workload, Fatigue, and the Mediating Effects of Emotion-Focused Coping - (Session ID 1621)

5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Authors: Hardin, L., Treadaway, C. B., Jex, S. (2025). Quantitative Workload, Fatigue, and the Mediating Effects of Emotion-Focused Coping [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Quantitative workload has previously been linked to negative well-being related outcomes. The relationship between quantitative workload and 3 subfacets of fatigue (emotional, physical, and mental) has previously been unexamined, and understanding whether quantitative workload predicts each of 3 subfacets is important to understanding how specifically quantitative workload can affect employees. Moreover, this study posits that emotion focused coping as a potential mediator in this relationship, and seek to remedy previous incongruent results.

Speakers



Lucia Hardin
University of Central Florida



Cole Treadaway
Graduate Student | University of Central Florida

Decoding Intent to Harm: How Perceptions Shape the Experience of Workplace Incivility - (Session ID 1634)

5:00 PM – 5:50 PM


OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS


Poster Board # 19

Authors: Kim, B., Lee, J., Currie, R. A. & Jex, S. M. (2025). Decoding intent to harm: How perceptions shape the experience of workplace incivility [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors examined how the (in)congruence of perceived intent to harm the victim (tat intent) and the victim's reciprocating intent to harm the perpetrator (tit intent) influences the reported level of experienced workplace incivility by victims, using polynomial regression with response surface analysis. The results show that higher congruence between tat intent and tit intent is associated with more reported incivility, and as tat intent exceeds tit intent, employees report even more experiences of incivility.

Speakers

- 

Boram Kim
PhD Candidate | University of Central Florida
- 

Juseob Lee
Assistant Professor | University of Tulsa

Optimizing the Shirom-Melamed Burnout Measure: Reducing Items for Practicality - (Session ID 1638)

5:00 PM – 5:50 PM


OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 20

Authors: Shannon, F. A., Postier, L. E., Barrett, J. R., Himmler, J. R., & Michel, J. S. (2025). Optimizing the Shirom-Melamed Burnout Measure: Reducing Items for Practicality [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Shorter measures are valued in I-O psychology for their practicality. This study reduced the Shirom-Melamed Burnout Measure (SMBM) from 14 to shorter 9-, 6-, and 3-item alternatives, eliminating redundancy while maintaining scale integrity. Confirmatory factor analyses supported the reduced versions, and correlational analyses confirmed that the shorter scales retained key relationships with burnout predictors and outcomes, offering comparable validities to the original. These findings emphasize the utility of shorter scales in research and organizational settings.

Speaker

- 

Faith Shannon
Doctoral Candidate | Auburn University

Support or Sabotage? Rewards and Risks of Work Friendships in Organizational Outgroups - (Session ID 1661)


5:00 PM – 5:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 21

Friendships are a mixed blessing at work, suggesting a need to identify boundary conditions. Authors investigate organizational outgroup status (i.e., being outnumbered in terms of race and/or gender) as a moderator that may affect reactions to work friendships. 303 working adults were surveyed using an ego-centric social network design. Having a higher number of friends in your work networks related to more OCBs and CWBs but greater CWBs were only a risk for organizational gender outgroup members. Results consider the importance of identity and belonging in the study of workplace friendships.

Speaker

- 

Camila Hazzard
University of South Florida

Scaling Job Analysis Through Generative AI Innovations and Insights From the Field - (Session ID 953)


5:00 PM – 5:50 PM | Location: 603


TESTING/ASSESSMENT


Authors: Prabhu, N. (Chair). (2025). Scaling job analysis through generative AI [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Putka, D. J., Prost, B., Liu, J., & Lewis, P. (2025). Prompting LLMs to generate ratings for occupational analysis: RIASEC as a case study. Sepehr, D., Prabhu, N., & Thompson, I. (2025). Using large language models to identify job analysis competencies. Walmsley, P. T., Jones, N. P., & Reck, T. A. (2025). Ensembling job analysis recommendations for explainability and utility. Fyffe, S., Ristow, T., Howardson, & G. N. (2025). Getting to know JANET: Job analysis NLP evaluation tasks.


As organizations face growing demands for efficient and scalable workforce planning, the application of generative AI has emerged as a transformative solution for optimizing job analysis processes. This symposium will include 4 examples of how panelists have used generative AI in their own job analysis projects. Audience members will hear about how to integrate human-in-the-loop processes to model evaluation, establishing evaluation benchmarks, and leveraging zero- vs. few-shot prompting techniques as well as advanced techniques to improve model performance for domain specific use cases.


Speakers

- 

Shea Fyffe
Research Psychologist | George Mason University/Army Research Institute
- 

Nita Prabhu
Amazon
- 

Dan Putka
Chief Scientist | HumRRO
- 

Dawn Sepehr
AI/ML/NLP Applied Scientist | Amazon
- 

Philip Walmsley

Video Interviews: Insights of Antecedents of Applicants' Perceptions and Evaluations - (Session ID 287)

5:00 PM – 5:50 PM | Location: 703

TESTING/ASSESSMENT

Authors: Basch, J. M. (Chair) & Powell, D. (Co-Chair) (2025). Video interviews: Insights of antecedents of applicants' perceptions and evaluations. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. (Please note that the citations of all sub-submissions exceeded the word limit in this section. Therefore, we decided to omit this information. However, the citations can be found in the pdf-file)

The use of video interviews for personnel selection has increased significantly and recent research has identified many antecedents of applicants' perceptions and their evaluations in these interviews. However, these antecedents and design features in video interviews can vary considerably so that research on the effects and antecedents is still in its early stages with more to investigate. Therefore, this symposium provides new insights into these antecedents and their impact on applicant reactions and ratings.

Speakers



Haya Bakour
Saint Mary's University (Halifax)



Johannes Basch
Associate Professor for Business Psychology | Neu-Ulm University of Applied Sciences



Monica Jade Ng



Rahul Patel
Assessment Specialist | The Port Authority of New York and New Jersey



Otilie Tilston
University of Lausanne

Give Me a Break! Supporting Resilience and Well-Being Through Multilevel Recovery - (Session ID 1194)

5:00 PM – 5:50 PM | Location: 601

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Schirle, G. (Chair), & Bisbey, T. (Co-Chair) (2025). From Self to System: Exploring Barriers and Boosters to Recovery [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Grant, R.S., Ohya, T., & Wright, J. W. (2025). Kickstart My Recovery: The Role of Psychological Detachment in Promoting an Optimal Recovery Process Across the Evening. Heydarifard, Z., & Livingston, B. A. (2025). Parent-Child Activities for Parental Recovery. Schirle, G., Momcilovic, P., Romero, M., Lapp, G., & Bisbey, T. (2025). The Impact of Leader Receptivity on Employee Recovery and Well-being. Black, K.J. & Pelle, J. (2025). A Theory of Planned Behavior approach to understanding workplace recovery.

Organizational research has demonstrated the meaningful effects of recovery on employee well-being. This symposium details emerging research and actionable strategies for organizations, leaders, and individuals to build resilience in recovery. Authors highlight how recovery is impacted by the temporal ordering of recovery experiences, parent–child activities, leader responsiveness, and organizational culture. Using various theories, methods, and samples, authors present recovery as a dynamic and multidimensional construct.

Speakers



Tiffany Bisbey
Assistant Professor | The George Washington University



Kristen Black
University of Tennessee at Chattanooga



Gracie Schirle
PhD Student and Research Assistant | The George Washington University



Ryan Grant
Graduate Student | University of Georgia

Tech Demo: Encore AI - AI for Assessment Intelligence-better insights in 1/4 the time with Encore AI

5:00 PM – 5:50 PM | Location: 301

SPONSORED

Encore AI automates the time-consuming work of analyzing interviews, surveys, psychometrics, and other assessment data. We help produce beautiful and insightful assessment reports in ¼ the time, so coaches, consultants, and talent leaders can focus on what matters most — developing great leaders. Join Founder & CEO Matt Cooper to learn how Encore AI can help you:

- **Scale Your Impact:** Automate assessment analysis to work with more leaders, more effectively.
- **Amplify Your Insight:** Quickly surface hidden trends and themes across multiple types of assessments — and across many people — for a truly integrated view of leaders and organizations.
- **Streamline Your Workflow:** Spend less time preparing reports, and more on growth—both for your business and your clients.

Speaker



Matthew Cooper
Founder, CEO | Encore AI

SIOP Foundation Reception (Invitation Only)

6:00 PM – 8:00 PM | Location: Bluebird Ballroom 1A

This event is by invitation only.

Friday, April 04, 2025

Continental Breakfast

7:00 AM – 8:00 AM | Location: Mile High Ballroom Foyer

BREAKFAST, LUNCH & BREAKS

We will attempt to accommodate the major dietary preferences such as gluten free, dairy free, nut free and vegetarian on all buffets. However, please read the food labels and/or ask the banquet staff if you have any questions.

General Conference Registration

7:00 AM – 5:00 PM | Location: Main Hallway

REGISTRATION

Debating DEI: Fresh Perspectives On How to Do This Work for Real and With Impact - (Session ID 1266)

8:00 AM – 8:50 AM | Location: 403/404

INCLUSION/DIVERSITY

Authors: Martin, M. (Chair), Biga, A., Pearce, M., Powell, N., Ruggs, E.N., Knight, D. (2022). Debating DEI: Fresh Perspectives On How to Do This Work For Real and With Impact. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

One academic, a few practitioners, and 2 CHROs walk into a room to debate the current state of DEI and how to do it with impact. What does impact even mean? They will talk about it, and the discussion will include topics that cover contemporary topics such as how to describe, define, and measure the impact of DEI.

Speakers



Andy Biga
Chief People Officer | GoHealth Urgent Care



Meisha-Ann Martin
VP, People Research | Workhuman



Marina Pearce

Senior Director, People Strategy & Analytics | Salesforce



Niambi Powell

Global Diversity, Equity, and Inclusion Leader | Ford Motor Company



Enrica Ruggs

Associate Professor of Management | University of Houston

AI Wants Our Jobs: Workforce Planning and The Future of AI - (Session ID 1490)

8:00 AM – 8:50 AM | Location: 507

TESTING/ASSESSMENT

Authors: Kamin, A. (Chair), McCusker, M.E. (Panelist), Gallman, J. (Panelist), & Acharya, A. (Panelist). (2025). AI wants our jobs: Workforce planning and the future of AI [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session examines the transformative role AI is having in the workplace. Issues to be discussed include the key role job analysis plays for understanding AI's impact on jobs and how AI automates routine tasks, reshapes job roles, and alters skill requirements while creating opportunities for more strategic, creative work for employees. With panelists from diverse disciplines, the session underscores the need for cross-functional collaboration to predict AI's effects, redesign workflows, and foster upskilling, ensuring AI enhances rather than disrupts organizational performance.

Speakers



James Gallman

VP HR PMO, Systems and Analytics | NetApp



Allen Kamin

Principal, Organization Development Consulting | Oracle



Maureen McCusker

Senior Manager, Talent Science | Marriott International



Georgios Athanasakopoulos

Managing Director | Accenture

Prosocial Power: Amplifying I-O's Impact Through Pro Bono and Community Engaged Work - (Session ID 300)

8:00 AM – 8:50 AM | Location: 708/710/712

GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES

Authors: Poole, A.M.H. (Co-Chair), Reynolds Kueny, C. (Co-Chair), Barden, K. (Discussant), Edwards, R. (Discussant), LeNoble, C. (Discussant), Markos, V. (Discussant), & Offermann, L. (Discussant) (2025). Prosocial Power: Amplifying I-O's Impact Through Pro Bono and Community Engaged Work [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Prosocial I-O focuses on leveraging our I-O knowledge and skill sets to help others, mostly through pro bono work, community-focused scholarship, and teaching. This alternative session follows up to the 2024 SIOP conference session "A Lesson in Giving Back: I-Os Doing Prosocial/Pro Bono Work." Attendees will rotate between multiple tables highlighting different ways to contribute to prosocial I-O work, including as practitioners, retirees, students, and academics. Discussants leading each table reflect these different backgrounds and experiences in applying I-O psychology to prosocial work.

Speakers



Kira L. Barden

Director of People Analytics and Research | Intuitive



Richard Edwards



Arryn (Hassel) Poole

University of Georgia



Chelsea LeNoble

Assistant Professor | University of Central Florida



Val Markos

Owner / Lecturer | Vmark Consulting / University of Georgia



Lauren Offermann

Clinical Assistant Professor | New York University



Clair Reynolds Kueny

Department Chair & Associate Professor | Missouri University of Science and Technology

Getting Your Resume Ready for Applied I-O Roles: Resume Workshop and Review - (Session ID 1509)

8:00 AM – 8:50 AM | Location: 401/402

TEACHING I-O PSYCHOLOGY/STUDENT AFFILIATE ISSUES/PROFESSIONAL DEVELOPMENT

Authors: Kay, S. A. (Chair), Woo, V. A. (Facilitator), Hsia, S. (Facilitator), & Xue, Y. (Facilitator). (2025). Getting your resume for applied I-O roles: Resume workshop & review [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Coming out of academia, the resumes of I-O graduate students often present like long and detailed CVs. Consequently, their resumes contain common, yet avoidable, errors that can directly impact reach out rates for applied roles. In this alternative session, a group of facilitators with a diverse range of experiences and career stages will share their resume knowledge and insights. Following an interactive resume presentation, facilitators will lead breakout groups to answer questions and give audience members personalized feedback on their resume. Bring your resume!

Speakers



Serena Hsia

Sr. Director Talent Solutions | ADP



Sophie Kay

People Research Scientist | Meta



Dr. Vivian A. Woo

Director of People Science Analytics | Culture Amp



Yicheng Xue

Engaging Development Programs: Bringing Your Development Program to Life - (Session ID 1183)


8:00 AM – 8:50 AM | Location: 201


CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT


Authors: Reiss-Carnow, A., Smith, B., Jayne, B., McEntire, L., Tegethoff, K., Jaramillo Cason, A., Osicki, M., & Bhatia, S. (2025). Engaging Development Programs: Bringing Your Bringing Development Program to Life [IGNITE!]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


Learning and development activities are critical to both employee and organization success. In this fast paced IGNITE session, speakers from 6 different organizations and industries will present on the engaging development programs that they have created, highlighting nontraditional approaches for delivering learning objectives. Panelists will highlight the elements of their programs that are unique, fun, engaging, and particularly effective.


Speakers


- 

Sarena Bhatia
Development Assessment Leader | Johnson & Johnson
- 

Bradley Jayne
Senior Manager, Global Talent Management CoE | PepsiCo
- 

Lauren McEntire
Sr Director, Global Assessment & Development | PepsiCo
- 

Mathian (Mat) Osicki
Global Talent & Equity Leader | embecta
- 

Abigail Reiss-Carnow
Spencer Stuart
- 

Brandon Smith
Director, Organization Development | Penske Transportation Solutions

Innovations in the Measurement and Use of Personality Assessments: Re-IGNITE 4.0 - (Session ID 983)


8:00 AM – 8:50 AM | Location: 304


PERSONALITY


Authors: Foster, J. F., Delgado, K., Du, Y. Y. L., Harms, P., Mayfield, D., Butera, H., & Paustian-Underdahl, S. (2025). Innovations in the Measurement and Use of Personality Assessments: Re-IGNITE 4.0 [Ignite]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.


Following similar sessions from previous years, this Ignite session will highlight a range of research projects aimed at exploring innovative ways to measure and use personality. This year’s session includes new topics and updates from ongoing lines of research conducted by individuals representing a range of roles and perspectives. Topics include interpreting complex results with AI, openness to AI in the workplace, gamified assessment techniques, personality change interventions, predicting complex models of performance, and using proxy measures of personality for CEOs.


Speakers


- 


Hilary Butera
Senior Consultant Assessment Solutions | Talogy
- 

Kristin Delgado
Research And Development Manager | Talogy
- 

Jeff Foster
Assistant Professor | Missouri State University
- 

Peter Harms
Professor of Management | The University of Alabama
- 

David Mayfield
Korn Ferry
- 

Samantha Paustian-Underdahl
Professor and Co-founder | Florida State University | Joynltly
- 

Yan Yi Lance Du
PHD Student | University of Illinois Urbana-Champaign

LLMs for I-Os: A Functionalities and Applications Masterclass - (Session ID 530)


8:00 AM – 8:50 AM | Location: 505


TECHNOLOGY


Authors: Badr, K. (Co-Chair), Bennett, M. (Co-Chair), Ho, B., Tschöpe, N., & Sziedell, N. (2025). LLMs for I-Os: A Functionalities and Applications Masterclass [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


Generative AI is revolutionizing industries, including I-O psychology. Interest has surged, but many don't know how to harness LLMs or where to get started. Join us for a master tutorial to demystify LLMs and provide practical skills for your work. This session offers valuable insights and hands-on demonstrations for beginners and intermediates. Authors start from the basics and cover prompt engineering, file handling, custom GPTs, and APIs. By the end, you'll be equipped to integrate LLMs into your practice. Bring your device for demonstrations.

Speakers

- 

Karim Badr
Senior Research Scientist | SHL
- 

Matthew Bennett
Associate Scientist | SHL
- 

Bao Ho
Graduate Student | Bowling Green State University
- 

Nino Sziedell
Global Analytics Consultant | Aon

Internships With Intention: Multiple Views on Creating Quality I-O Intern Experiences - (Session ID 852)

8:00 AM – 8:50 AM | Location: 605

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: Alexander, A. L. (Co-Chair), Brown, S.E.V. (Co-Chair), Atoba, O., Bhupatkar, A., Baeza, R., & Rousch, R. (2025). Internships with Intention: Multiple Views on Creating Quality I-O Intern Experiences. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, United States.

Internships are a great opportunity to introduce students to work in applied I-O. This session focuses on creating internship experiences that are engaging and promote learning and growth for interns while also benefiting organizations. The panel brings together professionals with various backgrounds to provide diverse views. Panelists include recent interns and intern supervisors in consulting, federal government, and industry and a master’s program coordinator, who will provide guidance from their experiences or program data that can be used to tailor high quality internship experiences.

Speakers



Bisi Atoba

Instructional Associate Professor | Program Director | Texas A&M University



Rigo Baeza

Texas A&M University



Rianna Roush

Graduate Student | San Diego State University



Cindy Dziuba-Liu

Global Manager of People Development & Coaching | Spellman High Voltage



Emilija Kovačević

Global Program Manager - Learning, Training, & Instructional Design | Spellman High Voltage Electronics Corporation



Sin-Yu Liu

Global Program Manager of Professional Development & Coaching | Spellman High Voltage Electronics Corporation

Navigating Career Paths in I-O Psychology: Nothing “Mid” About Midcareer - (Session ID 930)

8:00 AM – 8:50 AM | Location: 601

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: Black, K.J., Brawley Newlin, A., Dodge, K.D., Fuhrman, S., Prabhu, N., & Roberts, A. (2024). Navigating career paths in I-O Psychology: Nothing ‘mid’ about mid-career [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

SIOP abounds with early career-focused sessions for students and young professionals to learn about typical and atypical career pathways. Emerging I-Os can develop consulting skills, learn tips and best practices, and network at early career consortiums, conference sessions, and workshops. Fewer sessions are dedicated to the unique personal and professional challenges for mid-career professionals. Panelists from academia, consulting, and industry will address this gap by discussing hurdles and ladders in mid-career progression.

Speakers



Kristen Black

University of Tennessee at Chattanooga



Alice Brawley Newlin

Assistant Professor | Gettysburg College



Kama Dodge

Senior IO Psychologist | HackerRank



Shane Fuhrman

SHL



Nita Prabhu

Amazon



Deborah Lee

The Research Process: Studies Done by and With Individuals With Disabilities - (Session ID 646)

8:00 AM – 8:50 AM | Location: 405/406

INCLUSION/DIVERSITY

Authors: Wolfart, R. (Co-Chair), Bruk-Lee, V. (Co-Chair), Wu, F. Y. (Panelist), Duronio, J. (Panelist), Gaddie, C. E. (Panelist), Barthes, H. (Panelist), Specht, M. (Panelist), King, J. (Contributor), Rodriguez, M. A. (Contributor) (2025). The research process: Studies done by and with individuals with disabilities [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session gives an overview of best practices for conducting research centered around individuals with disabilities and discusses the nature of conducting research as a student with a disability. Topics include principles such as “nothing about me without me,” development of procedures and instruments, and challenges of conducting research as an individual with disabilities.

Speakers



Hudson Barthes

PhD Student | University of Georgia at Athens



Valentina Bruk-Lee

ASSOC. PROFESSOR | Florida International University



Cassidy Gaddie

Talent Management Intern | T-Mobile



McKenzie Specht

Scientist | SHL



Ron Wolfart

Florida International University



Felix Wu

Research Scientist | HumRRO

Beyond the Feedback Loop: Optimizing 360° Feedback for Strategic Growth - (Session ID 592)

8:00 AM – 8:50 AM | Location: 603

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE

Authors: Walter, C. (chair), Glatzhofer, P., Harrison, C., LaBat, L., Leasher, M., Lust, E., Pugliese, S., (2025). Beyond the Feedback Loop: Optimizing 360° Feedback for Strategic Growth [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

As 360° feedback programs evolve, the focus has shifted from whether they work to how to optimize their implementation. Through the lens of practitioners, this session offers new insights and practical strategies for overcoming real-world challenges in leveraging 360° feedback. Panelists will provide tangible strategies for utilizing benchmark and comparison data, integrating 360° feedback solutions into performance management practices, and balancing off-the-shelf versus customized tools. Panelists offer actionable insights and innovative solutions to enhance 360° feedback for strategic growth.

Speakers



Paul Glatzhofer

Group VP, Americas | Talogy



Charmane Harrison

Director Talent Development | Akron Children's Hospital



Lauren LaBat

Manager, Assessment | Lowe's Companies, Inc



Megan Leasher
Cincinnati Children's Hospital & Medical Center



Elizabeth Lust
Senior specialist talent management | Merck



Stefanie Pugliese
Talent Management, Leadership Assessment expert | I/O psychologist



Cassandra Walter
Senior Consultant | Talogy

Triumph, Challenge, and Familiarity: Skills-Based Hiring Today and Tomorrow - (Session ID 1141)

8:00 AM – 8:50 AM | Location: 302/303

TESTING/ASSESSMENT

Authors: Alonso, A., Haas, C. D., Hansen, T., Kell, H. J., & Ling, G. (2025, April). Triumph, challenge, and familiarity: Skills-based hiring today and tomorrow [Panel discussion]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This panel examines skills-based hiring (SBH) implementation and its implications across sectors. Panelists with diverse SBH experience will discuss its potential to address workforce gaps and enhance diversity while exploring challenges in standardization and scaling. The discussion will consider potential industrial-organizational psychology practices that could be adapted to improve SBH and its implementation. By evaluating real-world successes and setbacks, the panel aims to provide a balanced perspective on the current state of SBH and chart a course for its future.

Speakers



Alexander Alonso
Chief Knowledge Officer | Society for Human Resource Management (SHRM)



Craig Haas
People Manager, Directing a team of 10-15 I/O Psychologists & Psychometricians | HumRRO



Harrison Kell
Principal Scientist | HumRRO



Guangming Ling
Managing Senior Research Scientist | ETS

Safeguarding Assessments in the Era of Generative Artificial Intelligence - (Session ID 600)

8:00 AM – 8:50 AM | Location: 503/504

TESTING/ASSESSMENT

Authors: Kingry, D. K., (Chair), Blair, M., DeKoekkoek, P., Moore, C., & Valone, A. L. Y. (2024). Safeguarding Assessments in the Era of Generative Artificial Intelligence [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session explores methods and challenges in detecting GenAI-assisted cheating in unproctored assessments and online interviews. As tools like GPT-4 become more accessible, the risk of misuse rises. Panelists will share their industry insights on maintaining assessment integrity, ethical concerns around privacy, and monitoring for the impact of GenAI. Attendees will gain practical strategies to ensure fairness and validity in the evolving landscape of GenAI.

Speakers



Paul DeKoekkoek
Leader, Product Research & Development | SHL



Donna Kingry
Managing Scientist / Team Lead | PDRI



Cory Moore
Data Scientist | HireVue



Amanda Valone
Senior Research Scientist | PDRI by Pearson

Poster Sessions: Leadership

8:00 AM – 8:50 AM | Location: Mile High Ballroom

LEADERSHIP

POSTER SESSIONS

Exploring Leader Humility's Effect on Intrinsic Motivation - (Session ID 396)

8:00 AM – 8:50 AM

LEADERSHIP

POSTER SESSIONS

Poster Board # 24

Authors: Bhatia, A., Ramesh, R., Shahani-Denning, C., Grossman, R., & Shapiro, T. (2025). Exploring Leader Humility's Effect on Intrinsic Motivation [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Research suggests a leader's behaviors demonstrating humility would improve employees' level of intrinsic motivation but may be limited when tasks are ambiguous. Using an experimental vignette study, authors studied the effect of leader humility on intrinsic motivation, whether this effect was mediated by autonomy, and whether task ambiguity would moderate and weaken leader humility's effect on motivation. Results indicated that leader humility does significantly increase an employee's intrinsic motivation, but this relationship was significantly weakened if the employee's task is highly ambiguous.

Speaker



Rohan Ramesh
Associate Management Consultant | E. Rogers Associates Inc.

Leader Humility, Trust and Unethical Pro-Supervisor Behavior: Role of Moral Identity - (Session ID 433)

8:00 AM – 8:50 AM

LEADERSHIP

POSTER SESSIONS

Poster Board # 2

Authors: Shen, R. W. (2024). Leader humility, trust and unethical pro-supervisor behavior: Role of moral identity [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors explore the relationship between leader humility and unethical pro-supervisor behavior. Building upon social exchange theory, they proposed that leader humility can bolster unethical pro-supervisor behavior via employees' trust in the supervisor. Further, they expected that such effect is weaker for employees high in moral identity. Results of a time-lagged field survey supported hypothesized model. Study reveals the dark side of leader humility, providing insights from the social exchange perspective.

Spiritual Leadership, Gratitude and LMX: Moderating Role of Spiritual Intelligence - (Session ID 434)

8:00 AM – 8:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 1

Authors: Shen, R. W. (2024). Spiritual leadership, gratitude and LMX: Moderating role of spiritual intelligence [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors explore when and how spiritual leadership fosters LMX. Drawing upon affect theory of social exchange, they theorized that spiritual leadership increases LMX-affect via gratitude. They further expected that such linkage is stronger for employees with high spiritual intelligence. Results of a multiwave survey supported hypotheses. The study extends knowledge on spiritual leadership and sheds new light on LMX research by identifying an emotion-related factor (gratitude) as a predictor, offering an emotional perspective for understanding both spiritual leadership and the development of LMX.

Job Seekers' Perceptions of Managers' Authenticity on Instagram - (Session ID 460)

8:00 AM – 8:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 25

Authors: Bayat, E. (2025). Job Seekers' Perceptions of Managers' Authenticity on Instagram [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study identifies key components of job seekers' perceptions of senior managers' authenticity on Instagram in Iran, where the platform blends professional and personal roles. Through semistructured interviews with 25 MBA students and recent graduates, thematic analysis revealed behavioral and contextual factors shaping authenticity. Drawing on expectancy violation and signaling Theories, the findings offer guidance for managers to improve their authentic social media presence, benefiting recruitment and employer branding.

Speaker



Erfan Bayat

The Mixed Blessing of Leader High Performance Expectation on Employee (Dis)Engagement - (Session ID 481)

8:00 AM – 8:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 26

Authors: Chen, H., Wang, Z., Song, Y., Zhang, M. F. (2024). The mixed blessing of leader high performance expectation on employee (dis)engagement [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study aims to explore when and how leader high performance expectations (LHPE) lead to work engagement or disengagement. Using cognitive appraisal theory of emotions, authors suggest that employees' prior performance and mindset shape their emotional and engagement responses to LHPE. LHPE instills pride in employees with higher prior performance or growth mindsets, improving engagement. In contrast, LHPE creates anxiety in employees with lower prior performance or fixed mindsets, inducing disengagement. A 6-week weekly diary study of 286 employees supports this.

Speakers



Chen Huan



Zhen Wang

My Boss is Only Funny In-Person: Connecting Leader Humor and Multimodality - (Session ID 485)

8:00 AM – 8:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 27

Authors: Tan, V. & Rajah, R. (2025). My boss is only funny in-person: Connecting leader humor and multimodality [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

With digital communication channels (modes) becoming increasingly prevalent in workplaces, understanding how leader humor translates across multiple modes is essential. The research explores how leader humor is perceived when conveyed through a mix of face-to-face interactions and digital communication channels such as emails, text messages, and video calls. Employing a mixed-methods approach, the study examines the effects of leader humor on employee outcomes, specifically leader-member exchange (LMX), work engagement, and leader trust. Implications are discussed.

Speaker



Rashimah Rajah
Assistant Professor | University of Twente, the Netherlands

Leader Humblebrag Versus Brag: Effects on Employee Envy and Workplace Outcomes - (Session ID 533)

8:00 AM – 8:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 28

Authors: Yu & Zhang (2025). Leader Humblebrag vs. Brag: Effects on Employee Envy and Workplace Outcomes. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors explored how leader self-promotion tactics (humblebrag and brag) affect employee envy (benign and malicious) and workplace outcomes. In a large 3-wave field study (N = 1,009), leader humblebrag was positively related to both envy types, whereas leader brag was negatively related to benign envy but positively to malicious envy. Benign envy enhanced organizational commitment, whereas malicious envy reduced it and increased turnover. Furthermore, leader humblebrag indirectly influenced commitment through both envy types, while leader brag indirectly affected turnover via malicious envy.

Speaker



Yangyi Yu
University Of Illinois Urbana Champaign

Trauma-Informed Compassionate Leader Behaviors for Health-Related Trauma - (Session ID 556)

8:00 AM – 8:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 29

Authors: Grossberg, I., R., Ng, V., Alonso, N., Foy, E., Perry, S., Hackney, K., & Morrow, L. W. (2025). Trauma-Informed Compassionate Leader Behaviors for Health-Related Trauma [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Trauma-informed compassionate leader behaviors (TICLB) support employees dealing with trauma, including health-related trauma. This study expands TICLB research by exploring new outcomes, applying it to health-related trauma, and refining its framework. Results indicated TICLB positively influenced engagement, sense of control (SoC), and use of accommodations (UA), with perceived supervisor support (PSS) partially mediating SoC and illness severity (IS) moderating burnout.

Speaker



Ivy Grossberg
 PhD Student | University of Houston

Does Inclusive Leadership Always Work? A Complementary Fit Perspective - (Session ID 591)

8:00 AM – 8:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 30

Authors: Cho, Y., Harms, P. D., & Oh, C. (2024). Does Inclusive Leadership Always Work? A Complementary Fit Perspective [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Although the benefits of inclusive leadership are well-documented, much research assumes all followers equally value inclusion, overlooking the role of followers in shaping leadership effectiveness. Authors propose that inclusive leadership may not uniformly benefit all employees but rather depends on the complementary fit between leader and follower. Drawing on person–environment fit theory, they explore how the alignment between leader inclusiveness and followers' core self-evaluations affects well-being, highlighting for whom and when inclusive leadership is most or less effective.

Speaker



Yoonsung (Youn) Cho
 Doctoral Candidate | The University of Alabama

Dominant and Prestigious Leadership Viability: The Role of Follower Need Satisfaction - (Session ID 597)

8:00 AM – 8:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 31

Authors: Li, Z., Cheng, J. T., & Benson, A. J. (2025). Dominant and Prestigious Leadership Viability: The Role of Follower Need Satisfaction [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Dominance and prestige are 2 pathways to acquiring influence. Building on research focusing how dominant and prestigious leaders behave, this work centers the subjective experiences of followers. Across observational (N = 250) and experimental (N = 277) designs, the results showed that dominant leaders tended to impede follower need satisfaction, whereas the opposite was true for prestigious leaders. These differences in follower need satisfaction helped to explain why followers are less inclined to continue working with dominant (compared to prestigious) leaders.

Speaker



Zhuo Li
 Postdoctoral associate | Ivey Business School

Do Introverted Leaders Benefit From Virtual Communication? A Diary Study. - (Session ID 702)

8:00 AM – 8:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 32

Authors: Schmidbauer, J., & Niessen, C. (2025). Do Introverted Leaders Benefit from Virtual Communication? A Diary Study [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Based on whole trait theory and literature on counterdispositional behavior, authors examine if introverted leaders benefit from virtual communication. Less depletion, more authenticity, and less forecasted negative affect in virtual communication might diminish introverts' disadvantage in extraverted, leaderlike, and effective leader behaviors. Results based on 63 leader–subordinate dyads (5-day diary, 228 observations) show that introverts do not benefit from virtual communication, but extraverts experience greater depletion and engage in less leader behaviors (self- and subordinate report).

Speaker



Julia Schmidbauer
 Friedrich-Alexander-Universität Erlangen-Nürnberg

A Review of Intersectional Considerations in Leadership and Social Identity Research - (Session ID 768)

8:00 AM – 8:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 33

Authors: Emery, A. (2025). A Review of Intersectional Considerations in Leadership and Social Identity Research [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States

This study reviews empirical and conceptual research on leadership and social identities 9 nine top journals. Author highlights studies that use an intersectional lens and consider the complexity of identity when studying leadership. Author will discuss common topics, demonstrate barriers to intersectional research and provide recommendations for researchers and organizations. Author will highlight areas of progress, and where additional attention is needed, advance a research agenda that considers the complexity of the identities of organizational leaders.

Speaker



Amelia Emery
 PhD Student | Northwestern University

Who to Make Your Right-Hand Person: When Relational Capital Licenses One or Helps All - (Session ID 798)

8:00 AM – 8:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 34

Authors: Bennion, C. W., Matta, F. K., & Frank, E. L. (2024). Who to make your right-hand person: When relational capital licenses one or helps all. Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Denver, Colorado, United States.

High quality relationships with your leader are a critical source of social capital employees may leverage for workplace advancement. However, these relational credits may prompt both self-oriented and other-oriented psychological reactions, leading to contrasting behaviors. Drawing on social capital theory, authors test a dual-path model with a multiwave, multisource field study. Relational credit increases pro-self unethical behavior (via self-righteousness) or pro-organization extra-role behavior (via other responsibility), depending on social exchange quality with coworkers.

Speaker



Charles Bennion
UGA

Instrumental Leadership and Performance via Cognitive Mechanisms - (Session ID 923)

8:00 AM – 8:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 35

Authors: Yun, M., Kim, K., Muscara, C., & An, Mi. (2024). Instrumental Leadership and Performance via Cognitive Mechanisms. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States

Drawing on social learning theory, this study develops and tests the cognitive mechanisms in which instrumental leadership predicts performance via collective efficacy and knowledge sharing. The total of 237 observations (male participants) from 52 call centers were obtained. Results show that instrumental leadership predicts collective efficacy, which in turn, leads to better team performance. Consistently, this leadership style help employees to share knowledge with coworkers, which in turn, results in individuals' enhanced performance.

Do Followers Know Their Leader's Proactive Followership Expectations? - (Session ID 998)

8:00 AM – 8:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 36

Authors: Lynch, J., & Benson, A. J. (2024). Do Followers know their Leader's Proactive Followership Expectations? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, Co, United States.

Maximizing the benefits and minimizing the costs of proactive followership may require individuals to calibrate their behavior to leader expectations. Across 108 participants in 34 teams, authors evaluated followers' accuracy in understanding leader expectations. Leader expectations positively related to follower meta-expectations, and follower meta-expectations positively correlated with proactive behavior. The importance of understanding who is more accurate in understanding leader expectations and examining the consequences of (mis)calibrated expectations is discussed.

Speaker



Jennifer Lynch
Western University

A Humble Narcissist? Leader Humility, Narcissism, and Perceptions of Leadership - (Session ID 1001)

8:00 AM – 8:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 3

Authors: Hymowitz, A., Salter, N., Bhatia, A., Wyles, L., Shapiro, T., (2025). A Humble Narcissist? Leader Humility, Narcissism and Perceptions of Leadership [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States

Authors examined 2 potentially paradoxical personality traits in the context of leadership emergence and effectiveness: leader humility and leader narcissism. Counter to expectations, it was found that participants rated high humility individuals as having more leadership potential than those with low humility. In line with previous research, hiring managers rated high narcissistic individuals as having more leadership potential, but potential followers did not. Results also suggest that participants displayed more trust in high humility individuals, and less trust in high narcissism individuals.

Speaker



Ari Hymowitz
Senior Associate Management Consultant | Latchmere Consulting

Unhelpful Supervisor Support Impact on Employee Burnout in the U.S. and Japan - (Session ID 1038)

8:00 AM – 8:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 4

Authors: Richardson, P., Blomstrom-Johnson, C. L., Casey, A., Reyes Castillo, S., Zepherin, F. E., Santiago, D., Thomas, P. M., Sanford, L. (2025). Unhelpful Supervisor Support Impact on Employee Burnout in the U.S. and Japan [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors examined the relationship between unhelpful supervisor support and employee burnout within U.S. and Japanese organizations, focusing on the moderating effects of cultural values. Results indicated that both unhelpful emotional and instrumental support positively correlate with burnout. Findings provide insight into the need for culturally tailored supervisor training to reduce burnout in multinational organizations, and the emphasis should be on the importance of clear communication and culturally sensitive support practices.

Speaker



Ashli Casey
Florida Institute of Technology

Balancing Acts: Exploring How Servant Leadership and LMX Influence Follower Needs - (Session ID 1087)

8:00 AM – 8:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 5

Authors: Gafa, K. & Johnson, L.U. (2024). Balancing Acts: Exploring How Servant Leadership and LMX Influence Follower Needs [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This research examined how servant leadership and leader–member exchange (LMX) impact followers' psychological needs. Data from 303 employees, collected over 3 timepoints, showed both styles positively linked to autonomy and relatedness, but only LMX predicted competence. Congruence between servant leadership and LMX enhanced need satisfaction. Competence declined when servant leadership exceeded LMX. Findings highlight the importance of high-quality LMX relationships and balanced servant leadership for overall need fulfillment.

Speaker



Kiran Ariel Gafa
Assessment and Talent Insights Senior Specialist | AlixPartners

Upward Capitalization and Abusive Supervision: The Role of Status Threat - (Session ID 1117)

8:00 AM – 8:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 6

Authors: Li, H. & Lam, C. K. (2024). Upward Capitalization and Abusive Supervision: The Role of Status Threat [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study examines the influence of employees' upward capitalization on direct leaders' abusive supervision. Results show that employees' competence moderates the positive relationship between employees' upward capitalization and direct leaders' abusive supervision via direct leaders' perceived status threat.

Speaker



Haozhi Li
PhD in Management Student | Toronto Metropolitan University

The Hidden Cost of Empowering Leadership for Leaders: Loneliness and Well-Being - (Session ID 1241)

8:00 AM – 8:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 7

Authors: Yoon, S., Yoon, S., Park, H., & Cheong, M. (2025). The hidden cost of empowering leadership for leaders: Loneliness and well-being. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors examine the unintended consequences of empowering leadership for leaders. Drawing from family psychology and interpersonal theories of loneliness, they propose a leader-centric model that explains engaging in empowering behavior on a daily basis increases feelings of loneliness, which in turn affects leaders' psychological and physiological well-being. Further, they examine a leader's social curiosity as a boundary condition that intensifies these effects. Findings have practical implications for understanding the personal costs of empowering leader behavior.

Speaker



Haeseen Park
Assistant Professor | Bowling Green State University

Low Relative Leader–Member Exchange: The Role of Employee Envy - (Session ID 1271)

8:00 AM – 8:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 8

Authors: Chénard-Poirier, L. A. & Vandenberghe, C. (2024) Low relative leader-member exchange: The role of employee envy [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Drawing on Matta and Van Dyne's (2020) framework, authors explored how relative LMX relates to envy toward colleagues and the moderating role of supervisor fairness. They also examined how changes in envy affected interpersonal and work behaviors. The study involved 298 civil servants who completed 3 surveys over 10 months. Lower relative LMX related to higher envy, but envy did not last over time. Fairness buffered the effect of relative LMX on initial envy but not on its slope. Finally, envy negatively related to OCB and positively related to workplace silence and interpersonal deviance.

Speaker



Léandre Chénard-Poirier
Professor of Organizational Behavior | HEC Montreal

Inclusive Leadership on Employees' Behaviors: The Role of Psychological Empowerment - (Session ID 1280)

8:00 AM – 8:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 9

Authors: Lee, Hui-Chen & Chen, Chih-Kuang. (2024). The influence of inclusive leadership on employees' attitudes and behaviors: The mediating role of psychological empowerment [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study uses social exchange theory to examine the effects of inclusive leadership on employees' helping behaviors and turnover intentions, with psychological empowerment as a mediator. A sample of 150 employees was collected from Taiwan's hospitality sector. The results indicate that inclusive leadership positively influences employees' turnover intentions. Additionally, psychological empowerment mediates the relationship between inclusive leadership and employees' helping behaviors. Theoretical and practical implications, limitations, and suggestions for future research are discussed.

Speaker



Hui-Chen Lee
National Yunlin University of Science and Technology, National Chung Hsing University

Primal Beliefs and Their Impact on Follower Behavior Across Cultures - (Session ID 1292)

8:00 AM – 8:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 10

Authors: Hanges, P.J., Kauth, J., Forgo, E.E., Gruda, D., & Hansbrough, T.K. (2025). Primal Beliefs and Their Impact on Follower Behavior Across Cultures. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Primal world beliefs (PWBs) reflect individuals' core beliefs about the world's fundamental nature. This study explores the relationships between PWBs and follower self-reported behavior cross-culturally. Authors examine the measurement equivalence of the PWB and follower measures across 6 nations. Strong evidence was found for the metric equivalence of these measures. Further, the PWBs significantly predicted aspects of follower behavior.

Speakers



Paul Hanges
Professor | University of Maryland



John Michael Kauth

Transformational Leaders and Employee Stress: An Attachment Perspective - (Session ID 1377)

8:00 AM – 8:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 11

Authors: Naudet, E., Khan, I., Sharifi, O., Melendez, L., Myers, K., Howard, G., & Agars, M. (2025). Transformational Leaders and Employee Stress: An Attachment Perspective [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The role of attachment security as an explanatory mechanism in the relationship between transformational leadership and employee perceptions of job demands and resources was examined. As predicted, employee attachment security was a robust mediator of the relationships between transformational leadership and employee perceptions of job demands and job resources.

Speaker



Emma Naudet
Personnel Research Analyst II | City of Los Angeles

Stand-Up Leaders: Creation of a Perceived Intentions-Based Taxonomy of Humor - (Session ID 1392)

8:00 AM – 8:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 12

Authors: Tillery, M. G. & Finkelstein, L. (2024). Stand-Up Leaders: Creation of a Perceived Intentions-Based Taxonomy of Humor. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This research examines the impact of perceived intentions behind humor in the workplace. Study 1 identified various perceived intentions, primarily positive. Study 2 demonstrated that negative intentions (e.g., mocking) negatively affect workplace outcomes like affective commitment and emotional labor, partially mediated by leader likeability.

Speaker



Morgan Tillery
Senior Psychologist | AT&T

Drivers of the Reputation of Leaders: Factors From the Executive Presence Index - (Session ID 1393)

8:00 AM – 8:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 13

Authors: Tapia, M. A., & Vreeland, T. (2025). Drivers of the Reputation of Leaders: Factors from the Executive Presence Index [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study explores leadership factors derived from an archival dataset of ratings on the Executive Presence Index (ExPITM; Bates, 2022), which captures multirater feedback ratings of senior leaders across industries. The analysis revealed 6 key factors shaping leadership reputation and effectiveness. Additionally, the study investigated the use of generative AI (i.e., ChatGPT) to assist in factor interpretation, evaluating its utility in accelerating insights.

Speaker



Michael Tapia
Sr. Assessment Consultant | BTS Consulting

The Icarus Paradox: Examining the Gender Bias in Leader Transgression - (Session ID 1430)

8:00 AM – 8:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 14

Authors: Deepak, P., & Steelman, L. A. (2024). The Icarus Paradox: Gender Bias in Leader Transgression [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study investigates followers' evaluations of leader transgressions, focusing on the interaction between transgression type (integrity vs. competence), leader gender, and status. Using a 2x2x2 experimental design with vignettes, the effects on perceived trustworthiness, leader effectiveness, and turnover intentions were tested. Results show integrity transgressions significantly reduce trustworthiness more than competence transgressions. Gender biases were found, with female leaders facing harsher evaluations.

Speaker



Pratibha Deepak
University Of Tennessee Chattanooga

An Exploration of Toxic Leadership Behaviors and Impacts - (Session ID 1449)

8:00 AM – 8:50 AM


LEADERSHIP **POSTER SESSIONS**


Poster Board # 15

Authors: Pi, R. & Hambley, L. A. (2024). An Exploration of Toxic Leadership Behaviors and Impacts [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Toxic leadership has significant negative impacts on employee well-being and organizational outcomes. This qualitative study explores toxic leadership post-pandemic, expanding upon Schmidt's (2008) 5 dimensions, identifying additional behaviors like gaslighting and manipulation. Twenty interviews with North American employees explore the impacts of toxic leadership behaviors on work, and on physical and mental health. Findings emphasize the need for early intervention and provide actionable insights for organizations to prevent and mitigate the detrimental effects of toxic leadership.

Speakers

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Laura Hambley Lovett
Drlaura.live, University of Calgary
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Renee Pi
University of Calgary

Investigating Leadership Styles Across Time, Regions, and Job Levels - (Session ID 1452)

8:00 AM – 8:50 AM

LEADERSHIP **POSTER SESSIONS**

Poster Board # 16

Authors: Hamdan, I., King, A., Coveny, J., & McCook, K. (2025). Investigating Leadership Styles Across Time, Regions and Job Levels [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Leadership styles are an important part of how leaders interact with their teams and impact the culture of the organizations in which they work. This study analyzes historical records of leadership styles assessment data, evaluating how leader styles have shifted over the last 6 years toward a more integrated, supportive approach to leadership versus a command-and-control authoritarian approach. Additionally, regional and job-level differences in leadership styles are evaluated, and potential implications for workplace science are discussed.

Speaker

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Izz Aldin Hamdan
Analyst | Heidrick & Struggles

Developing U.S. Air Force Leadership Assessments for Cultivating Future Commanders - (Session ID 1475)

8:00 AM – 8:50 AM

LEADERSHIP **POSTER SESSIONS**

Poster Board # 17

Authors: Mouton, A. N., Gilbert, B. M., Votto, A., & Romay, S. (2024). Developing U.S. Air Force Leadership Assessments for Cultivating Future Commanders [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States

Study goal was to improve the effectiveness of 2 noncognitive leadership assessments for evaluating and developing future USAF command leaders. Authors discuss the 5-phased process taken to leverage scientific-based methodology to improve them within an extremely condensed timeline, followed by an overview of the final assessments. As these assessments are new, limitations and future directions are also discussed. Effort provides a systematic approach for applied practitioners interested in creating leadership assessments, particularly multiphased assessments.

Leadership Through a Collective Lens: An Exploratory Historiometric Investigation - (Session ID 1575)

8:00 AM – 8:50 AM

LEADERSHIP **POSTER SESSIONS**

Poster Board # 18

Authors: Gordon, C., Detherage, R., Connelly, S., Boira Lopez, A. (2025). Leadership Through a Collective Lens: An Exploratory Historiometric Investigation [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines how leadership dynamics influence collective leadership behaviors and outcomes, considering socialized and personalized distinctions. Using a historiometric approach, it analyzes power distance, education, and organizational size as predictors of behaviors like bidirectional communication and outcomes such as relational effectiveness and long-term contributions. Findings reveal that personalized leaders, particularly in larger organizations, gain more from higher education in developing effective leadership behaviors, highlighting the role of context in leadership success.

Speaker

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Cecelia Gordon
Doctoral Candidate | The University of Oklahoma

The Impact of Leader EI on Follower Well-Being and Engagement - (Session ID 1592)

8:00 AM – 8:50 AM

LEADERSHIP **POSTER SESSIONS**

Poster Board # 19

Authors: Cavanaugh, K. J., Randall, J. G., Brooks, R. R., Johnson, L. U., & Holladay, C. L. (2025). The impact of leader EI on follower well-being and engagement [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Leaders' emotional intelligence (EI) is purported to help individuals recognize and respond to others' emotional needs, although there is limited evidence for this idea. This study presents results from a longitudinal quasi-experimental field study to examine the effects of leaders' EI on their followers' well-being and engagement, before and after leaders received EI training. Results indicated that leader EI is positively associated with follower well-being, but not engagement, and that follower well-being improved when their leader participated in EI training.

Speakers

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Kate Cavanaugh
UT MD Anderson Cancer Center
- 

Jason Randall
Portland State University

The Role of Gender and Executive Experience in Self and Ideal Leader Perceptions - (Session ID 1600)

8:00 AM – 8:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 20

Authors: MacGregor, J. E., Tuccillo Robbins-Roth, V., Morrison, P. J., Steelman, L. A. (2025). The role of gender and executive experience in self and ideal leader perceptions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Building on implicit leadership theories (ILTs) and Heilman's lack of fit model, this study explores how gender and executive experience influence perceptions of self and ideal leaders. Findings demonstrate that although both men and women converge on ratings of agentic traits for ideal leaders, women rate the ideal leader as more communal than men. Additionally, executive experience amplifies the emphasis on agentic traits, particularly among women. These findings suggest the persistence of gender-based stereotypes in leadership perceptions.

Speaker



Julia MacGregor
Florida Institute of Technology

Directive and Empowering Leaders? Now You've Got My Attention! - (Session ID 1628)

8:00 AM – 8:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 21

Authors: Woodley, H.J.R., McLarnon, M.J.M., & Stewart, J.S. (2024). Directive and empowering leaders? Now you've got my attention! [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Leadership research has often juxtapositioned directive and empowering leadership styles; however, according to complexity leadership theory, effective leaders know how and when to do either style. Authors therefore examined how directive and empowering styles coexist within leaders. In a Prolific sample (n = 464), leaders high on both leadership styles (i.e., "attentive" leaders) reduced "bad" retention by increasing the likelihood that employees with high continuance commitment would considering leaving the organization, beyond what could be achieved by either style independently.

Speaker



Dr. Hayden Woodley
Assistant Professor, Organizational Behaviour | Ivey Business School at Western University

Followers in Flux: Uncovering the Motivational Forces Behind Follower Behavior - (Session ID 1648)

8:00 AM – 8:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 22

Authors: Forgo, E. E. F., Hanges, P.J., Cashman, G. (2024) Followers in Flux. Followers in Flux: Uncovering the Motivational Forces Behind Follower Behavior[Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines the dynamic nature of follower behavior, focusing on significance quest theory (SQT) and regulatory focus theory (RFT). Authors used daily diary data from 87 participants over 3 weeks and found that follower behaviors like active engagement and critical thought varied across time and individuals. Promotion-oriented individuals displayed more proactive behaviors, whereas prevention-oriented individuals increased creative behaviors as their need for significance grew. These findings illustrate how individual motivations influence shifts in follower behavior.

Speaker



Emily Forgo
University of Maryland, College Park

The Impact of Negative Leader Emotions: Moderating Roles of ITLEs and Leader Status - (Session ID 1655)

8:00 AM – 8:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 23

Authors: McAvoy, W. P. (2025). The Impact of Negative Leader Emotions: Moderating Roles of ITLEs and Leader Status [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Building on the EASI model, this study proposes a conceptual framework to examine how followers' implicit theories of leadership emotions (ITLEs) and leader status moderate the relationship between negative emotional expressions and follower performance. Using the sports context, authors propose that athletes with higher negative ITLEs will respond positively to coach negativity, whereas those with lower ITLEs will react negatively. Also proposed is that head coaches' emotions will be perceived as more legitimate than those of assistant coaches. Implications are discussed.

Speaker



W. Paul McAvoy
Graduate Student Researcher | University of California, Riverside

Network Science Insights for Leadership, Teams, and DEI Researchers and Practitioners - (Session ID 665)

8:00 AM – 8:50 AM | Location: 705/707

GROUPS/TEAMS

Authors: Cullen-Lester, K. L. (Co-Chair) & Pryor, G. (Co-Chair) (2025). Network Science Insights for Leadership, Teams, and DEI Researchers & Practitioners [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Weinberger, C., Bauer, L., & Carter, D. (2025). The Role of Networks in Leadership Effectiveness. Park, S., & Maupin, C. (2025). Leveraging Social Networks for Team Effectiveness. Du, J., Woehler, M., & Cullen-Lester, K. (2025). Engaging Employee Networks to Promote Workforce Diversity and Inclusion.

Network science holds great promise for improving the workplace, yet solutions developed by I-O psychologists overwhelmingly emphasize human capital assessment and development. The practical implications of network research may not always be apparent or easily accessible to practitioners. Contributing authors to The Social Capital Imperative: Revealing, Developing, and Leveraging Networks (SIOP's newest book) share research-based guidance for those aiming to improve leadership effectiveness, enhance team functioning and performance, and foster diverse and inclusive workplaces.

Speakers



Kristin Cullen-Lester
School of Business Fellow and Associate Professor of Management | University of Mississippi



Semin Park
Assistant Professor | Penn State University



Greg Pryor
Co-Founder | Connected Commons



Caton Weinberger
Michigan State University



Meredith Woehler

Assistant Professor of OBHR at Purdue University's Krannert School of Management | Purdue University Krannert School of Man...

Dangerous Minds: Unveiling Novel Threats and Evaluating Harmful Ideas - (Session ID 1426)

8:00 AM – 8:50 AM | Location: 407

JUDGMENT/DECISION MAKING

Authors: d'Amato, A. L. (Co-Chair) & Hunter, S. T. (Co-Chair). (2025). Dangerous minds: Unveiling novel threats and evaluating harmful ideas. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The relationship between creativity and deviant behaviors, such as criminality and unethical behaviors, has garnered much attention in recent years. The ubiquity of novel threats is commonly associated with security organizations, counterterrorism efforts, or the public sector. Other organizations are equally vulnerable to unexpected attacks on their critical infrastructure. However, threats can be accidental in nature, such as the Microsoft CrowdStrike outage, that disrupted consumers worldwide but was a mistake. The presentations examine the factors that result in ineffective evaluation of novel threats and how organizations can better prepare themselves to anticipate the unexpected and prepare against them.

Speakers



Kelsey Ciagala

Graduate Student Researcher | University of Nebraska at Omaha



Alexis d'Amato

University of Nebraska, Omaha



Samuel Hunter

Professor of Psychology | University of Nebraska at Omaha



Sydney Reichin

Assistant Professor | North Carolina State University



Lauren Landon

Team Risk Discipline Scientist | NASA (KBR)

AI and EX: How AI Can Help Shape the Employee Experience at Work - (Session ID 1528)

8:00 AM – 8:50 AM | Location: 506

JOB ATTITUDES/ENGAGEMENT

Authors: Samo, A. (Chair). (2025). AI & EX: How AI can help shape the Employee Experience at Work [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Walmsley, P. T., Bricka, T. M., Levey, Z. J. (2025). Using language-based analytics to enhance career exploration options. Sylvara, A., Yankov, G. P., & Sun, T. (2025). Predicting personality through in-basket exercises: A multi-method approach from Transformers to LLMs Lee, U., Park, E., Lee, D., Han, Y., & Diefendorff, J. (2025). Artificial intelligence for tracking emotional workload using multimodal sensing. Samo, A., Johnston, S., Betts, M., & Magerman, A. (2025). Predicting organizational belonging from executive interviews with large language models.

As artificial intelligence (AI) and large language models (LLMs) are being integrated into the world of work, these technologies have tremendous promise to enhance the employee experience at work in meaningful ways across the employee lifecycle, ranging from facilitating career exploration, pre-hiring assessments, real-time emotional well-being tracking, and predicting organizational belonging. Each paper in this symposium highlights and demonstrates how AI and LLMs can be used to help improve the employee experience at work.

Speakers



Dr. James M. Diefendorff

University of Akron



Andrew Samo

Research Scientist | RHR International



Ashley Sylvara

Kansas State University



Philip Walmsley

New Insights for Age Differences and Supporting Factors for Adapting to Work Changes - (Session ID 504)

8:00 AM – 8:50 AM | Location: 203

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Van Fossen, J. A. (Chair) (2024). New insights for age differences and supporting factors for adapting to work changes [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Two modern trends are workforce aging and increasing change. This symposium presents 3 studies that identify new findings on age differences in adaptability (including proactive behaviors to improve roles, stereotype perceptions for learning, and willingness to retrain for automation), with a discussant. Along with age differences, these studies offer insights for supportive contextual organizational and individual factors for workers of different ages to successfully adapt to workplace changes.

Speakers



Meghan Davenport

Assistant Professor of Psychological and Organizational Science | University of North Carolina at Charlotte



Kalvaine Die

Graduate Assistant | East Carolina University



Cort Rudolph

Professor, Industrial & Organizational Psychology | Wayne State University



Jenna Van Fossen

Assistant Professor | Clemson University

I-O Psychology and Labor: Benign Neglect, Antipathy and Missed Opportunities with speaker Professor Tom Kochan from MIT - (Session ID 205)

8:00 AM – 8:50 AM | Location: 205

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Lefkowitz, J. (Chair), Zickar, M.J., Kochan, T. & Cascio, W.F. (2025). I-O psychology and labor: Benign neglect, antipathy and missed opportunities. Symposium presented at the Annual Conference of the Society for Industrial-Organizational Psychology, Denver, CO. April 2-5, 2025.

It is clear that I-O psychology has ignored organized labor, and even taken some anti-labor positions. This symposium will help us better understand why that has happened as well as its adverse effects on our understanding of organizations, our professional practice, employee well-being and organizational effectiveness. Proactively, participants will also explore how we might redress the situation and contribute to positive outcomes in those areas. Audience contributions will be encouraged.

Speakers



Wayne Cascio



Tom Kochan
MIT Sloan School of Management



Joel Lefkowitz
Professor Emeritus | Baruch College and the Graduate Center, CUNY



Michael Zickar
Sandman Professor of Industrial-Organizational Psychology | Bowling Green State University

AI in Selection: Novel Approaches and Applications - (Session ID 1000)

8:00 AM – 8:50 AM | Location: 501/502

TESTING/ASSESSMENT

Authors: Liou, G., & Su, S. (Co-Chairs) (2025). AI in selection: Novel approaches and applications [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The use of artificial intelligence in organizational research continues to grow. This symposium highlights novel approaches and applications of AI-based methods in personnel selection.

Speakers



Sam Cain
Director, Data Science | Heidrick



Gloria Liou
Ph.D. Student | Purdue University



Shiyang Su
Assistant Professor | University of Central Florida



Yi Wang
Senior Consulting Scientist | APTMetrics



Muchen Xi
Ph.D. Student at Washington University in St.Louis | Washington University in St. Louis

Work-Family Research: Comprehensive Reviews on Critical Topics - (Session ID 616)

8:00 AM – 8:50 AM | Location: 207

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Allen, T. D. (Chair) (2025). Work-family research: critical reviews on critical topics. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Schoffel, M. K., Ohya, T., Allen, T. D., & Shockley, K. M. (2025). Theory testing and the work-family interface. Ford, M. T. (2025). A review of research on race and the work-family interface. Chang, Y., Cobb, H. R., Kepes, S., Her, D. Y., Zhou, Y. & Matthews, R. (2025). A cross-disciplinary bibliometric review of family-friendly work activities.

Work-family scholarship has grown rapidly over the past several decades. Work-family issues are also a major human resource concern to organizations. This symposium brings together cutting-edge reviews that cover the state of theory in work-family research, provide a review of the relationship between race and the work-family interface, and provide a review of work-family policies and practices. Together the set of papers represent comprehensive reviews on critical topics and chart new directions for research.

Speakers



Tammy Allen
University of South Florida



Yingyi Chang
Wayne State University



Michael Ford
University of Alabama



Molly Schoffel
Graduate Research Assistant | University of South Florida

Friday Seminars - Morning

8:00 AM – 11:30 AM

ADD-ON EVENT

Preregistration is required for Friday Seminars.

Friday Seminars Check-In

8:00 AM – 8:30 AM

ADD-ON EVENT

REGISTRATION

Preregistration is required for Friday Seminars.

Friday Seminar 1: Empowering Talent Evaluation: Harnessing AI Agents for Efficient Personnel Assessment

8:30 AM – 11:30 AM

ADD-ON EVENT

Preregistration is required for Friday Seminars.

As artificial intelligence (AI) transforms the assessment space, professionals seek innovative ways to harness its potential. This seminar deep dives into strategic applications of AI across the assessment lifecycle, empowering attendees to harness its potential.

This seminar addresses critical considerations for AI-enabled assessment, including validity arguments, bias, transparency, and regulatory compliance. Attendees will gain practical knowledge to enhance their assessment practices, streamline processes, and improve outcomes. By advancing the science of assessment through AI, this seminar supports the evolving needs of I-O psychologists and assessment professionals.

Speakers



Rachel Dreibelbis
Talent Strategy Lead | Booz Allen Hamilton



Tianjun Sun
Assistant Professor | Rice University



David Dorsey

Friday Seminar 2: Using LLMs in Organizations: A Technical and Strategic Bootcamp

8:30 AM – 11:30 AM


ADD-ON EVENT TECHNOLOGY


Preregistration is required for Friday Seminars.

This seminar equips participants with the knowledge and tools to integrate large language models (LLMs) into organizational strategy. Attendees will explore LLM fundamentals, their applications in improving decision making, customer service, and internal processes, and how they can drive efficiency and innovation.

The program also addresses ethical and legal considerations, including managing biases and ensuring data privacy, while teaching attendees how to evaluate LLM outputs for reliability. Hands-on activities will allow participants to apply LLMs to real-world challenges, ensuring direct relevance to their work. Selected for its focus on cutting-edge technology, this seminar will help attendees stay ahead of emerging trends in AI and its application in the workplace.

Speakers

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Fatos Kusari
Head, Talent Innovation and GenAI | Johnson & Johnson
- 

Abbas Golestani
Research Scientist | Meta

DIY KSAOs 2.0: Career Exploration for I-O Graduate Students - (Session ID 1283)


9:00 AM – 10:20 AM | Location: 708/710/712


CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT


Authors: Lynner, B. N. (Co-Chair), Dik, B. J. (Co-Chair), Bricka, T., Caylor, J., Che, X., Cox, G. L., Dimoff, J. K., Finch, H. M., Huber, A. F., Islam, S., Lim, R., Mazzola, J., Price, N., Sawyer, K., & Suprick, D. (2025). DIY KSAOs 2.0: Career Exploration for I-O Graduate Students [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


Back by popular demand, this alternative session will address the challenge of selecting an I-O career path by facilitating micromentoring conversations between experienced I-O professionals and graduate students. Specifically, the session will empower attendees to explore the necessary knowledge, skills, abilities, and other characteristics (KSAOs) for various I-O careers, identify their interests, develop strategies for skill development, and seek guidance from experienced professionals.


Speakers


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
Jesse Caylor
Senior HR Manager | Procter & Gamble
- 


Xinxuan Che
- 


Gena Cox
Founder & CEO | Feels Human, LLC
- 


Bryan Dik
Associate Chair and Director of Online Instruction | Colorado State University
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
Jennifer Dimoff
Associate Professor; Kathryn Tremblay Endowed Professor of Workplace Mental Health | Telfer School of Management at the Un...
- 


Hannah Finch
Faculty | Front Range Community College
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
Amy Huber
Director, Client Success | Pinsight
- 


Sy Islam
VP of Consulting | Talent Metrics Consulting
- 

Randy Lim
Director of OrgAnalytics | McKinsey & Company
- 

Brittany Lynner
I-O Psychology PhD Candidate | Colorado State University
- 

Joseph Mazzola
Associate Professor and MA I/O Director | Meredith College
- 

Nathan Price - The Academic IO
Founder, Principal Consultant | The Academic IO
- 

Katina Sawyer
Associate Professor of Management and Organizations | University of Arizona
- 

Danielle Suprick
Training and Development Leader | Golden Aluminum

Pivotal Practices for Transforming Organizational Leadership - (Session ID 207)


9:00 AM – 10:20 AM | Location: 601


LEADERSHIP


Authors: Scott, J., & Silzer, R. (Co-Chairs). (2025, April). Pivotal Practices for Transforming Organizational Leadership. Alternative conference session presented at the Annual Conference of the Society of Industrial and Organizational Psychology, Denver. Vandaveer, V., & Sokol, M. (2025). Executive Coaching Psychology. McCauley, C., & Grabow, K. (2025). Leadership Development: Navigating the Challenges. Avedon, M. & Davis, S (2025). Securing Leaders for the Future: Ideas for Succession and High Potential Leadership Work. Silzer, R. (2025). Integration of Leadership Practices


This session will provide a comprehensive review of cutting-edge content focused on key practices for developing and transforming organizational leadership. The presenters, who are leading experts in the field, will share findings that reflect the latest advancements in practice and highlight the professional contributions of SIOP members. The insights shared in this session will be featured in the upcoming SIOP/Oxford Handbook of Practice in Organizational Psychology.

Speakers

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Marcia Avedon
Center for Executive Succession, Darla Moore School of Business, USC | Executive Director
- 

Cindy McCauley
Honorary Senior Fellow | Center for Creative Leadership
- 

John Scott
Co-CEO | APTMetrics
- 

Rob Silzer



Vicki Vandaveer
Vandaveer Group, Inc

Identifying and Remedying I-O Education-Related Gaps: A Town Hall - (Session ID 266)

9:00 AM – 10:20 AM | Location: 205

TEACHING I-O PSYCHOLOGY/STUDENT AFFILIATE ISSUES/PROFESSIONAL DEVELOPMENT

Authors: Courey, K. A. (Co-Chair), Ikner, B. N. (Co-Chair), Cunningham, C. J. L. (Discussant), & Dickson, M. W. (Discussant) (2025). Identifying and remedying I-O education-related gaps: A town hall [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors will host a town hall session to address education-related gaps in I-O psychology. In this highly interactive session, they aim to bring together I-O psychology students, practitioners, and academics to (a) identify gaps in current I-O education and (b) propose potential solutions.

Speakers



Karyssa Courey
Ph.D. Candidate | Rice University



Christopher Cunningham
Professor / Chief Science Officer | University of Tennessee at Chattanooga / Logi-Serve



Marcus Dickson
Professor of Organizational Psychology, Director of I/O MA Program, Director of APORG | Wayne State University



Brittany Ikner
Graduate Student Instructor | Wayne State University

VR Research Is Here and Now: Reproducing Research Using VR to Improve Replication - (Session ID 1016)

9:00 AM – 10:20 AM | Location: 607

TECHNOLOGY

Authors: Sanchez, D. R. (Chair), Van Zelderden, A. (Presenter), Masters-Waage, C. T., (Contributor), Hubbard, T. (Contributor), Vipul, N. (Moderator), Tran, M. (Moderator), Martinez, K. (Moderator), Dost, M. (Moderator), Nirjhar, R. (Moderator). (2025). VR Research is Here and Now: Reproducing Research in VR [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Virtual reality experts will highlight their collective research and new avenues for producing and reproducing research in virtual reality. They will present the highlights of virtual environments and this technology that enhances research. After their presentation, there will be a VR demo that allows the audience to observe and then interact with the virtual environment to see some of these research experiences hands-on. The session will end with an interactive brainstorming discussion with the audience to address the feasibility, benefits, and drawbacks of virtual reality research.

Speakers



Diana Sanchez
Associate Professor | San Francisco State University



Anand van Zelderden
Post-doctoral Researcher | University of Zurich

Quantifying Quality: Best Practices for Measuring Quality of Hire - (Session ID 1383)

9:00 AM – 10:20 AM | Location: 304

TESTING/ASSESSMENT

Authors: Wester, A., Bramble, R., Cooper, K., Patton, C., Theys, E., & Walsh, J. (2025). Quantifying quality: Best practices for measuring quality of hire. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

In this dynamic session, attendees will hear from a diverse set of practitioners on their unique approaches to measuring quality of hire within their organizations. Following these presentations, a panel will delve into the key challenges and successes related to implementing these measurements, addressing the lack of a consistent industry standard. This session offers a robust exploration of expert discussion and practical insights to enhance quality of hire metrics

Speakers



Reed Bramble
Sr. Program Manager, Selection & Assessment | Uber Technologies, Inc



Kristen Cooper
Head of Solutions Consulting, Americas | SHL



Zach Reburn
People Research Scientist | Meta



Evan Theys
Director, People Science | Palo Alto Networks



Julia Walsh
Global Talent Assessments | General Mills



Amy Wester
Sr. People Scientist, Assessment & Selection | Palo Alto Networks

Is The Juice Worth the Squeeze? Benefits of GenAI for Different HR Use Cases - (Session ID 744)

9:00 AM – 10:20 AM | Location: 302/303

MEASUREMENT/STATISTICAL TECHNIQUES

Authors: Mayers, D., Meaden, J., (2025). Is The Juice Worth the Squeeze? An Examination on the Benefits of GenAI for Different HR Use Cases [Master Tutorial]. Society for Industrial and Organizational Psychology. Annual Conference, Denver, CO, United States.

This tutorial addresses the growing challenges of integrating GPT models into HR workflows, where organizations face barriers such as fine tuning and implementation complexities. By comparing traditional ML methods with enhanced GPT approaches (RAG and agentic systems), participants will explore scalability, accuracy, and real-world applicability for tasks like multilabel text classification. Through hands-on experience, attendees will work with pre-built notebooks they can apply to their own work, leaving equipped to assess if "the juice is worth the squeeze" in adopting AI for HR.

Speakers



Dave Mayers
Chief Scientist, and HR & AI Adoption Expert. | Knockri



James Meaden
Head of Assessment R&D | Codility

A Foundational Model of Rapidly Prototyping LLM Data Tools for I-Os - (Session ID 937)

9:00 AM – 10:20 AM | Location: 403/404

MEASUREMENT/STATISTICAL TECHNIQUES

Authors: Hurst, S., Stilson, R., & Rigby, J. (2025) A Foundational Model of Rapidly Prototyping LLM Data Tools for I-Os [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This interactive tutorial teaches I-Os to make sense of and communicate HR data to stakeholders across their organizations in the form of a prototype web application. The session starts by introducing Docker, a powerful tool for packaging code and related dependencies for reproducibility. Next, authors build a basic web app and then add functionality to it in the form of an off-the-shelf LLM for understanding open text responses. Last, they explain how to host an application in a secure and scalable way and monitor performance and health.

Speakers



Scott Hurst
Sr. Research Scientist | Amazon



James Rigby
Research Scientist | Amazon



Rob Stilson
Program Manager, Employee Listening | HP

Made to Order: Creating Economies of Scale in Custom Shops - (Session ID 1267)

9:00 AM – 10:20 AM | Location: 401/402

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Trevino, S., (Co-Chair), Gentry, C. (Co-Chair), Calderón, R., Lentz, E., McGonigle, T., Winter, J., Whetzel, D., Belwalkar, B. (2025). Made to order: Creating economies of scale in custom shops [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

In the dynamic landscape of external consulting, the challenge of balancing tailored client solutions with operational efficiency remains ever present. This panel discussion convenes experienced industrial-organizational psychologists who specialize in custom consulting to share insights on achieving economies of scale. Panelists will address strategies, methodologies, and lessons learned in optimizing service delivery while maintaining high standards of customization. Join them for an engaging conversation that will explore innovative practices that can benefit consultants and clients alike.

Speakers



Bharati Belwalkar
Senior I/O Researcher | American Institutes for Research



Coleman Gentry
Research Associate | HumRRO



Elizabeth Lentz
Senior Director, Client Success | PDRI by Pearson



Tim McGonigle
Vice President | HumRRO



Sara Trevino
Senior Scientist | HumRRO



Deborah Whetzel
Personnel Selection and Development Program Manager | HumRRO



Jamie Winter
VP Consulting, Hiring & Promotion Practice Leader | APTMetrics

Diversity, Equity, and Inclusion Under Fire: Examining the Backlash - (Session ID 459)

9:00 AM – 10:20 AM | Location: 405/406

INCLUSION/DIVERSITY

Authors:

Phillips, J. (Co-Chair), Chatterjee, D. (Co-Chair), Goldstein, H. (Panelist), Arena Jr., D. (Panelist), Powell, K. (Panelist), Thomas, K. (Panelist). (2025). Diversity, Equity, and Inclusion Under Fire: Examining the Backlash [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Diversity, equity, and inclusion (DEI) initiatives face growing backlash in academia and organizations. Legal changes, such as the Supreme Court's end to affirmative action and state anti-DEI laws, reflect rising resistance. Public criticism and the removal of diversity statements in hiring underscore the tension. Although DEI has historically enhanced diversity, inclusion, and performance, this pushback demands a reevaluation of DEI's role. This panel will explore the causes and consequences of the backlash and propose solutions to adapt DEI practices in this shifting landscape.

Speakers



David Arena
Assistant Professor of Management | University Of Texas At Arlington



Deepshikha Chatterjee



Harold Goldstein
Professor | Baruch College, CUNY



Jason Phillips
PhD Student | Baruch College & CUNY Graduate Center



Kecia Thomas
Dean | Private

Engagement Data Are Here... Now What? From Insights to Action Planning - (Session ID 1235)

9:00 AM – 10:20 AM | Location: 605

JOB ATTITUDES/ENGAGEMENT

Authors: Goswami, A., (Chair), Adair, C., Chakrabarti, M., Dray, K., Haig, J., Herk, N., Stack, D., & Steckler, M. (2025). Engagement Data is Here... Now What? From Insights to Action [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This panel will present detailed case studies from 7 organizations, sharing real-world examples and discussing the challenges of converting engagement insights into meaningful actions. This information-rich panel also offers a valuable opportunity for both students and practitioners. Students will learn how survey data drives impactful action planning while being introduced to the growing field of people analytics. Practitioners will gain insights from peers, providing fresh ideas to implement within their own organizations, enhancing their action planning strategies.

Speakers



Christopher Adair
Employee Voice Lead | General Motors



Madhura Chakrabarti
Senior Director, Products & Services | Insight222



Kelly Dray

Director, People Research | Lennar



Ashita Goswami

Research and People Analytics, Senior Manager | Takeda



Jessica Haig

VP of Strategic Services | Wonderlic, Inc.



Nicole Herk

Analytics Program Director | Medtronic



Devin Stack

People Analytics Consultant | Takeda Pharmaceuticals



Megan Steckler

Director, Behavioral Science Strategy | Perceptyx, Inc.

Augmentation or Automation: Will Managers Be Necessary in the Future? - (Session ID 1515)

9:00 AM – 10:20 AM | Location: 507

LEADERSHIP

Authors: Meyer, K. D. (Chair), Bazigos, M., Grubb, A., Joyce, L., Stoughton, W., Tavis, A., & Weiner, S. (2025). Augmentation or automation: Will managers be necessary in the future? [Panel] Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This panel will explore the evolving role of managers as AI increasingly automates traditional managerial functions. Experts from I-O psychology and HR technology will discuss whether AI will replace managers or augment their decision-making and leadership capabilities. Key topics include the historical versus current roles of managers, the impact of AI augmentation, and the future value of human-centric leadership.

Speakers



Dr. Michael Bazigos

Professor of Organizational AI | Columbia University in the City of New York



Amy Grubb



Leslie Joyce

EVP and Chief People Officer | Exide Technologies



Kevin Meyer

Head of Growth & Strategy | Humancore



Anna Tavis

Professor, department chair | NYU



Sara Weiner

Consultant | Independent

Sense of Belonging in Organizations: External and Internal Consulting Perspectives - (Session ID 1489)

9:00 AM – 10:20 AM | Location: 506

JOB ATTITUDES/ENGAGEMENT

Authors: Phillips, L. (Co-Chair), Tschantz-Hahn, B. (Co-Chair), Colomb, H., Gallego-Pace, M., Standish, M., and Williams, M. (2025). Sense of Belonging in Organizations. External and Internal Consulting Perspectives [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Employee well-being is a critical factor in the success of organizations. One of the key factors to employees' well-being is their sense of belonging at work. Mercer consultants examined the relationship between employee sense of belonging with other aspects of employee experience across 29 digital focus groups for 6 different organizations (N = 3300). Mercer consultants will present the qualitative and quantitative results of the study to the panelists and discuss panelists' thoughts and views on implications for organizations that want to enhance employee well-being.

Speakers



Heather Colomb

Senior Manager | Walmart



Maria Gallego-Pace

Senior Director, Employee Listening & Analytics | Optimum



Liubov Phillips

Talent Strategy Consultant | Mercer



Melanie Standish

Senior Leadership & Organization Development Specialist | Lenovo



Dr. Myia S. Williams



Peter Rutigliano

Partner, THM Behavioral Health Practice Leader | Mercer



Natalie Vincent

Talent and Rewards Consultant | Mercer

CANCELLED: The Future of AI in the Military and Federal Personnel Selection - (Session ID 521)

9:00 AM – 10:20 AM | Location: 207

CANCELLED SESSION

Authors: Walsh, J. L. (Chair), Baldwin, N., Brown, J., Burnick, S., Melick, S., & Swiderski, D. (2025). The future of AI in the military and federal personnel selection [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors assembled a strong panel of I-O psychologists from military and federal agencies. Panelists work with Department of Defense (DoD) and with Department of Homeland Security (DHS). The DoD and the DHS are often considered leaders in the I-O psychology research. As such, the panelists will discuss how advances in AI are shaping personnel selection. The chair will give a brief overview of the topic. Next, each panelist will introduce themselves and discuss how AI is impacting their respective industries. The panel will address some preplanned questions and questions from the audience.

Speakers



Nicholas A. Baldwin

I/O Psychologist | DCS Corporation



Julia Brown

Senior Research Scientist | Aptima, Inc.



Sarah Melick

Aerospace Experimental Psychologist | US Navy



Julia Walsh

Making Sense of Employee Data Overload: Insights and Recommendations - (Session ID 1332)

9:00 AM – 10:20 AM | Location: 603

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Sabet, J.T. (Chair), Mullins, M.W., Genzer, B., Grossman, M.R., & Siver, S. (2025). Has Employee Listening Lost its Excitement? Not if it's Intentional and Purposeful [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

HR leaders have access to more data than ever before, but this wealth of information can lead to analysis paralysis or incomplete storytelling. Balancing data depth and actionability is key for driving meaningful change. To truly harness the power of employee data, it is essential to properly link disparate people data for a clearer understanding of employee needs. This panel discussion will feature experts who've effectively navigated the delicate balance between excess employee data and actionable insights, followed by an opportunity to troubleshoot your unique challenges with the experts.

Speakers



Dr. Boris Genzer

Marriott



Matthew Grossman

Director, Head of Workforce Analytics | Organon



Michelle Mullins

Senior Consultant | Perceptyx, Inc.



Jason Sabet

Sr. Solutions Consultant | Perceptyx



Sydney Siver

Sr People Analytics Program Manager | Cengage Group

We <3 Academia: Advice on Finding and Thriving in Your Dream Academic Job - (Session ID 749)

9:00 AM – 10:20 AM | Location: 407

TEACHING I-O PSYCHOLOGY/STUDENT AFFILIATE ISSUES/PROFESSIONAL DEVELOPMENT

Authors: Brooks, R.R., Gray, C.E., King, D.D., Prasad, J., Regina, J. (2024, April). In C.E. Smith (Chair), We <3 academia: Advice on finding and thriving in your dream academic job [Panel presentation]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, USA.

The future of I-O science depends on recruiting and retaining talented researcher-teachers in academia. This panel of outstanding early-career academics—Dr. Rico Brooks (Penn State), Dr. Cheryl Gray (Montclair State), Dr. Danielle King (Rice), Dr. Josh Prasad (Colorado State), and Dr. Joe Regina (Rutgers-Camden), moderated by Dr. Claire Smith (USF)—aims to provide a realistic job preview that better prepares, informs, and excites new I-O psychologists about academia, answers audience questions (e.g., about the job market, tenure), and provides opportunity for networking and connection.

Speakers



Ricardo Brooks

Assistant Professor | Pennsylvania State University



Cheryl Gray

Assistant Professor | Montclair State University



Danielle King

Assistant Professor | Rice University



Joshua Prasad

Colorado State University



Joseph Regina

Assistant Professor of Management | Rutgers School of Business Camden



Claire Elizabeth Smith

Blending Minds and Machines: Human Judgment in Hybrid Decision Making - (Session ID 691)

9:00 AM – 10:20 AM | Location: 505

TECHNOLOGY

Authors: Kho, M. C. (Chair), Rowley, S. J. (Co-Chair), Camgoz, E. I. (Co-Chair), Parker, S. K., Epitropaki, O., Grote, G. (2025) Blending minds and machines: Human judgment in hybrid decision-making [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The rise of generative AI (GAI) and algorithmic management is reshaping work design and leadership. Although these technologies offer opportunities for productivity, they also pose risks for worker autonomy and ethical decision making. This panel explores how organizations can implement AI in a way that enhances human capabilities and productivity, focusing on transparency, fairness, and worker well-being. By balancing technological advancements with a human-centered design, organizations can foster innovation, trust, and engagement while addressing ethical concerns around AI use.

Speakers



Ilker Camgöz

PhD Candidate | Centre for Transformative Work Design, Future of Work Institute, Curtin University



Gudela Grote

ETH Zürich, Switzerland



Sharon Parker

John Curtin Distinguished Professor | Curtin University



Shannon Rowley

Future of Work Institute (FOWI)

Breaking Barriers: Support Strategies for Nontraditional Caregivers - (Session ID 403)


9:00 AM – 10:20 AM | Location: 501/502


OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING


Authors: McCauley, R. (Co-Chair), Ullah, H. (Co-Chair), Ditursi, A., Frerichs, V., Kiproff-Downer, L., Latham, G. P., Merlini, K. P., & Ahmad, A. S. (Non-Speaking). (2025). Breaking barriers: Support strategies for non-traditional caregivers [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


This panel will explore the reasons why nontraditional caregiving (e.g., here operationalized as caregiving of the elderly, disabled, chronically or seriously ill) deserves separate attention from traditional caregiving and provides suggestions on how to support nontraditional caregivers in various workplace environments. The panelists come from both academic and industry backgrounds and will discuss self-advocacy strategies and propose specific policy expansions to support nontraditional caregivers.


Speakers


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Alexandria Ditursi
Manager of Employee Engagement | CRI
- 

Victoria Kelsey Frerichs
Talent Acquisition Manager | Fairlead Integrated
- 

Lauren Kiproff-Downer
Owner/Principal OD Consultant | Perpara Organizational Development Consulting
- 

Gary Latham
Professor | University of Toronto
- 

Hina Ullah
Strategic Human Capital Consultant | Booz Allen Hamilton
- 

Renee McCauley
PhD Student | George Mason University

Poster Sessions: Personality, Global/International/Cross-Cultural Issues, and Judgment/Decision Making

9:00 AM – 9:50 AM | Location: Mile High Ballroom

PERSONALITY GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES JUDGMENT/DECISION MAKING POSTER SESSIONS

What We Know and Don't Know About Compassionate Leadership: A Review and Agenda - (Session ID 212)

9:00 AM – 9:50 AM


PERSONALITY POSTER SESSIONS

Poster Board # 18

Authors: Wu, X. M.(2025). What We Know and Don't Know About Compassionate Leadership: A Review and Agenda [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, Colorado, United States.

This paper reviews the literature on compassionate leadership literature, drawing upon previous research in this field. Authors present a multilevel, integrative theoretical framework that synthesizes literature at the individual, group, organizational levels, institutional, and multilevels. This framework encompasses 3 key areas: the antecedents and outcomes of compassionate leadership, the mechanisms linking compassionate leadership to its outcomes, and the conditions under which these relationships may vary.

Speaker

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Xiaodan Wu
Ph.D. Student | University of Bologna

When Your Spouse Succeeds: Emotions and Surface Acting in Dual-Career Couples - (Session ID 331)

9:00 AM – 9:50 AM


PERSONALITY POSTER SESSIONS

Poster Board # 21

Authors: Woodall, J. P. Lin & S. H. (2024). When your spouse succeeds: Emotions and surface acting in dual-career couples [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Using the lens of emotional regulation and appraisal theory, this study examines responses to a spouse's career success in dual-career households. A multiwave field study revealed that employees feel pride toward their spouse's career success, reducing surface acting at home. Conversely, employees with lower (versus higher) spousal identification are more likely to feel envy, increasing surface acting at home. In turn, surface acting decreases social support and increases family–work interference, highlighting the nuanced effects of career success on household dynamics.

Speaker

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Justin Woodall
PhD Candidate | University of Georgia

Patient Gratitude Enhances Well-Being and Work Meaningfulness in Health Professionals - (Session ID 429)

9:00 AM – 9:50 AM

PERSONALITY POSTER SESSIONS

Poster Board # 23

Authors: Li, H., Zhang, R., Zhao, T., & Li, J. (2025). Patient Gratitude Enhances Well-Being and Work Meaningfulness in Health Professionals. Society for Industrial and Organizational Psychology Annual Conference, Denvor, CO, United States.

This study investigates the potential benefits of receiving gratitude from patients for healthcare professionals. The findings suggest that receiving gratitude expressions from patients was positively associated with their occupational self-efficacy and perceived social worth. The 2 mediators, in turn, contributed to greater workplace well-being and work meaningfulness.

Speaker

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Jingyi Li
Graduate Student Researcher | Auburn University

The Effects of Receiving Dysfunctional Help at Work - (Session ID 472)

9:00 AM – 9:50 AM


PERSONALITY POSTER SESSIONS

Poster Board # 24

Authors: Fu, S. (Q.) & Dimotakis, N. (2024). The Effects of Receiving Dysfunctional Help at Work [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Helping behaviors at work are often seen as universally beneficial for employees. However, such experiences could be dysfunctional if they are not actually useful or if they are presented in an uncivil manner. This study proposes that help can be dysfunctional if either of these things are true, and that this dysfunction operates through justice perceptions and affective responses. Authors test the proposed relationships, using data derived from a lab experiment.

Speaker

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Sherry Fu
Colorado State University

Affective and Behavioral Effects of Receiving Positive Gossip in Workplace - (Session ID 561)

9:00 AM – 9:50 AM


PERSONALITY POSTER SESSIONS

Poster Board # 26

Authors: Yu & Liu (2025). Affective and Behavioral Effects of Receiving Positive Gossip in Workplace. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study investigates the emotional and behavioral impacts of receiving positive gossip—favorable discussions about absent coworkers—in organizational settings. Findings reveal that positive gossip elicits admiration, which, in turn, has a significant indirect effect on organizational citizenship behavior (OCB). Although receiving positive gossip was not significantly related to envy, the interaction between social integration and positive gossip significantly influenced envy.

Speaker



Yangyi Yu
University Of Illinois Urbana Champaign

Long-Term Emotion Variability and Job Satisfaction: The Role of Emotion Regulation - (Session ID 739)

9:00 AM – 9:50 AM

PERSONALITY POSTER SESSIONS

Poster Board # 29

Authors: Wilcox, A. C., Zacher, H. & Rudolph, C. W. (2025). Long-Term Emotion Variability and Job Satisfaction: The Role of Emotion Regulation. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Emotion variability has negative short-term consequences for well-being. However, long-term effects of emotion variability are not well understood. Using 44 waves of longitudinal data collected across 51 months, from a large, representative sample of full-time employees, authors explore the relation between affect variability and job satisfaction and consider emotion regulation strategies as “buffers” of this otherwise negative relation. Cognitive emotion regulation strategies are efficacious for buffering the negative effects of emotion variability on job satisfaction.

Speaker



Millie Wilcox
Graduate Teaching Assistant | Wayne State University

I Think I Said Too Much: A Theory of Workplace Disclosure and Oversharing Anxiety - (Session ID 801)

9:00 AM – 9:50 AM

PERSONALITY POSTER SESSIONS

Poster Board # 30

Authors: Frank, E. L., Poulton, E. C., Shanklin, B. C., Matta, F. K. (2024). I Think I Said Too Much: A Theory of Workplace Disclosure and Oversharing Anxiety [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This research explores the broader internal effects of workplace disclosure, extending the traditional view of disclosure as purely liberating. Integrating relational dialects theory with cognitive-motivational-relational theory, authors propose that the tension between expression–nonexpression goals activated when one discloses at work will trigger oversharing anxiety. In turn, they explain why this anxiety prompts rumination that hinders relational functioning both at home and work. Support is found for the theorizing in a 10-day experience sampling study featuring 87 employee–partner dyads.

An Integrative Review of Employee Homesickness and an Agenda for Future Research - (Session ID 910)

9:00 AM – 9:50 AM


PERSONALITY POSTER SESSIONS CONFERENCE AWARD WINNER

Poster Board # 33

Authors: Tabarani, P., Restubog, S. L. D., Kiazad, K., Lagios, C., Schilpzand, P., & Wang, L. (2025). Heartsick for Home: An Integrative Review of Employee Homesickness and an Agenda for Future Research. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors review homesickness by integrating various literature and examining its antecedents, outcomes, mechanisms, and moderators. They further distinguish it from related constructs to advance theory and facilitate its measurement. Moreover, they integrate COR with the homesickness model, offering a robust theoretical model to help generate future research that establishes connections with other domains and stimulates theoretical and empirical advancements.

Speaker



Sky Wang
Ph.D. Student | University of Illinois at Urbana–Champaign

Examining Nuanced Emotion Regulation Subpopulations With Latent Profile Analysis - (Session ID 952)

9:00 AM – 9:50 AM


PERSONALITY POSTER SESSIONS

Poster Board # 34

Authors: Mann, K. J., Parenteau, A. P., Hammer, M. R., & O'Brien, K. E. (2024). Examining nuanced emotion regulation subpopulations with latent profile analysis. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Using latent profile analysis and multiphasic data, authors examined a person-centric approach to an expanded model of emotion regulation. Cognitive reappraisal, attentional deployment, and response modulation were examined to determine how these strategies tend to differentially co-occur based on latent subpopulation. Support was found for a 6-profile solution that outlines notable subpopulations of emotional laborers based on regulatory strategy use. Additionally, they examined the key antecedents of emotional intensity and emotion regulation self-efficacy as predictors of profile membership.

Speaker



Kyle Mann
Associate Professor | University of Minnesota Duluth

From Effortful to Effortless: Conceptualizing Emotional Labor Automaticity - (Session ID 1013)

9:00 AM – 9:50 AM

PERSONALITY POSTER SESSIONS CONFERENCE AWARD WINNER

Poster Board # 36

Authors: Lee, F.C., Diefendorff, J.M., Thornton-Lugo, M.A., & Ong, X.W. (2025). From Effortful to Effortless: Conceptualizing Emotional Labor Automaticity [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Extant theorizing and established measures characterize emotional labor strategies as involving high effort, with this high effort expenditure leading to worse employee outcomes. Building on basic research on the development of automaticity, this paper theorizes that (a) emotional labor (i.e., the regulation of emotions via surface acting and deep acting) may be performed automatically, (b) there will be well-being and effectiveness benefits associated with greater automaticity, and (c) particular conditions can foster the development and enactment of emotional labor automaticity.

Speakers



Dr. James M. Diefendorff
University of Akron



Xin Wei Ong
Graduate Teaching Assistant | University of Akron

Motivated Emotions: Exploring Links Between Achievement Motives and Emotional Labor - (Session ID 1052)

9:00 AM – 9:50 AM

PERSONALITY POSTER SESSIONS

Poster Board # 3

Authors: Davis, B., Steele-Johnson, D., Kovacs, N., Schwanz, R., & Bommareddy, S. (2025). Motivated Emotions: Exploring links between achievement motives and emotional labor [Poster]. Society for Industrial and Organizational Annual Conference, Denver, CO, United States.

Authors investigated the interplay between achievement motivation and emotional labor. Results (N = 296) revealed mastery, work, and competitive motives influenced emotional labor. Competitive motive positively predicted all subfacets of emotional labor whereas mastery motive positively predicted emotional labor intensity, variety, and deep acting. In contrast, work motive had a negative effect. Organizations might benefit from considering the differential effects of achievement motives when developing employee engagement strategies.

Speaker



Bincy Davis

Envy's Shadow: How Envy Weakens the Impact of Support on Gratitude and Helping - (Session ID 1064)

9:00 AM – 9:50 AM

PERSONALITY POSTER SESSIONS

Poster Board # 1

Authors: Kane, M. E., Zachman, J., Locklear, L. R., & Ehrhart, M. G. (2025). Envy's shadow: How envy weakens the impact of support on gratitude and helping. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Although gratitude is commonly associated with prosocial outcomes like helping, this study explores how trait envy introduces a more nuanced dynamic. Drawing from social exchange and social comparison theory, authors propose that trait envy weakens the positive effect of coworker support on helping via felt gratitude. Findings from data across 4 time points support these hypotheses, highlighting how envy diminishes—but does not entirely eliminate—the benefits of coworker support on gratitude and subsequent helping behaviors.

Speaker



Meghan Kane
Doctoral Student | University of Central Florida

A Person-Centered Approach to Understanding Emotions and Performance Following Change - (Session ID 1137)

9:00 AM – 9:50 AM

PERSONALITY POSTER SESSIONS

Poster Board # 4

Authors: North, M. N., Boira Lopez, A., Day, E. A., Rice, J. D., Rockwood, J., Lue, J. C., & Choi, B. (2025). A person-centered approach to understanding emotions and performance following change [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Emotions are critical for adaptive performance, yet limited attention has examined emotion dynamics and performance amid change. Leveraging 252 students playing a complex computer game, latent class growth analysis identified 3 emotion profiles (i.e., clusters of individuals with shared characteristics): positive, negative, and deactivated. Growth curve modeling revealed the positive profile exhibited the best performance, followed by the deactivated profile, and the negative profile. These findings have practical implications for targeted interventions to enhance adaptive performance.

Speaker



Maddison North
Graduate Research Assistant | University of Oklahoma

Lost in Translation: Exploring Perceived Shortcomings in Workplace Gratitude - (Session ID 1220)

9:00 AM – 9:50 AM

PERSONALITY POSTER SESSIONS

Poster Board # 2

Authors: Kane, M. E., Chaviano, G., Phillo, M., Orellana, A., Sonnenberg, S., Locklear, L. R., & Ehrhart, M. G. (2025). Lost in translation: Exploring perceived shortcomings in workplace gratitude. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Gratitude is recognized for its positive effects on interpersonal relationships and employee well-being. However, despite its benefits, gratitude expressions at work are often perceived as inadequate. Based on qualitative data from working adults, this study identified 6 reasons why employees sometimes feel as though their gratitude expressions at work fall short: wrong method, reflection, extraordinary contributions, unclear expression, barriers to expression, and timing challenges. These findings offer a nuanced understanding of how individuals evaluate their own gratitude expressions.

Speaker



Meghan Kane
Doctoral Student | University of Central Florida

The Effect of Emotions on Fairness: How Anger and Sadness Shape Justice Perceptions - (Session ID 1242)

9:00 AM – 9:50 AM

PERSONALITY POSTER SESSIONS

Poster Board # 7

Authors: Miller, K., Jackson, A. T., Al-Amin, R. N., Johnson, R. E., & Howes, S. S. (2025). The effect of emotions on fairness: How anger and sadness shape justice perceptions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examined the effects of sadness and anger on perceptions of fairness and justice. Authors extend previous research by examining anger and sadness simultaneously in the same model. By inducing either anger or sadness and asking participants to watch a video clip showing an error in scholarship award allocation, it was found that anger indirectly negatively affects fairness perceptions through situational blame. Additionally, sadness was found to directly negatively affect both fairness perceptions and distributive justice perceptions. This highlights how negative emotions impact judgments.

Speaker



Alexander Jackson
Associate Professor | Middle Tennessee State University (MTSU)

Curb Your Contempt: A Qualitative Study of Contempt in the Workplace - (Session ID 1247)

9:00 AM – 9:50 AM

PERSONALITY POSTER SESSIONS

Poster Board # 8

Authors: Fleyshmakher, D. & Cohen-Charash, Y. (2025). Curb Your Contempt: A Qualitative Study of Contempt in the Workplace [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Contempt affects interpersonal dynamics with both positive (e.g., improved task performance) and negative (e.g., interpersonal aggression) outcomes. Despite its impact, little is known about its causes and consequences at work. Through in-depth interviews with employees across various industries, authors explored contempt's predictors and implications. Findings indicate both personal and contextual factors contribute to contempt, influencing not just the contemnor and target but also clients and observers.

Speaker



Dina Fleyshmakher
Doctoral Student | The Graduate Center/Baruch College

Customer Friendliness and Employee Emotional Labor - (Session ID 1251)

9:00 AM – 9:50 AM

PERSONALITY POSTER SESSIONS

Poster Board # 35

Authors: Chen, J.L., Diefendorff, J.M., & Ong, X.W. (2025). Customer Friendliness and Employee Emotional Labor [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This paper develops and tests theoretical arguments for why service employees regulate their emotions when working with friendly customers. Using daily diary assessments of event-level customer interactions, it was found that surface acting was less likely in pleasant customer interactions, and both deep acting and the expression of naturally felt emotions were more likely in pleasant customer interactions. Further, customer friendliness was positively related to after-event employee job satisfaction through several gratitude-based processes and reduced negative affect processes.

Speaker



Xin Wei Ong
Graduate Teaching Assistant | University of Akron

Meta-Analysis of Deep Acting Strategies and Their Effects on Emotional Exhaustion - (Session ID 1259)

9:00 AM – 9:50 AM

PERSONALITY POSTER SESSIONS

Poster Board # 9

Authors: Gallegos, E. (2025). Meta-analysis of deep acting strategies and their effects on emotional exhaustion [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

To address discrepancies in empirical findings regarding the negative relationship between deep acting and emotional exhaustion, a meta-analysis was conducted on deep acting components: positive appraisal, perspective taking, and attentional deployment. It was hypothesized that attentional deployment and perspective taking consume more energy than positive appraisal, leading to increased emotional exhaustion. Results showed a small negative effect size for positive appraisal ($r = -.13$, 95% CI [-.30, .05]) and emotional exhaustion.

Speaker



Emily Gallegos
University of Texas at Arlington

The Happy Pushover: The Effects of Expressing Emotions That Differ From the Group - (Session ID 1297)

9:00 AM – 9:50 AM

PERSONALITY POSTER SESSIONS

Poster Board # 10

Authors: Gonzalez, M. F., van Kleef, G. A., & Burlew, S. (2024). The Happy Pushover: The Effects of Expressing Emotions That Differ from the Group [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study examined the effects of expressing emotions at work (in this case, happiness or anger) and whether these effects depend on the expression's (in)congruency with the expressions of others. Authors conducted a between-subjects experiment where participants simulated negotiating with 3 employees, one of whom expressed the same or a different emotion from the others. Most notably, if one employee expressed happiness when others expressed anger, they were offered less money than the others, indicating a potential cost to expressing happiness in group contexts.

Speaker



Skye Burlew
Graduate Research Assistant | Montclair State University

Rumination and Emotional Labor as Predictors of Counterproductivity at Work - (Session ID 1513)

9:00 AM – 9:50 AM

PERSONALITY POSTER SESSIONS

Poster Board # 13

Authors: Warren, C.R., Nguyen, C., Chen, L., Aghajanian, Z. Rumination and Emotional Labor as Predictors of Counterproductivity at Work Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study investigated the role of trait rumination on the relationship between emotional labor and counterproductive work behaviors (CWBs). Authors proposed that higher level of emotional labor would result in greater propensities to CWBs, specifically surface acting. Correlations and a hierarchical regression were conducted and results indicated frequent emotional labor decreased CWBs, although surface acting related to more CWBs. Surface acting and CWBs was moderated by rumination, where high ruminators committed less CWBs. Limitations, future directions, and implications are discussed.

Speaker



Christopher Warren

Professor | California State University, Long Beach

From International Experience to Exposure: Meta-Analytic Effects on Work and Life - (Session ID 309)

9:00 AM – 9:50 AM

GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES POSTER SESSIONS

Poster Board # 20

Authors: Rockstuhl, T., Ng, K. Y., J. K. Heng; S. Ward, & Ang, S. (2025). From international experience to exposure: Meta-analytic effects on work & life [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This meta-analysis (k = 526; N = 212,908 from 106 countries) replicates the very small effects of international experience (IE) on performance (? = .05) and adaptation (? = .06). Authors introduce exposure theory with its 4 forms of exposure immersions: observation (obs), information (info), interaction (interact), and membership (member). Exposure theory shows promise: (a) performance is predicted by info (? = .26), interact (? = .19), and member (? = .18); (b) adaptation is predicted by member (? = .20), info (? = .19), and interact (? = .17). Obs has tiny effects on performance (? =.03) and adaptation (? = .04).

Speaker



Thomas Rockstuhl

PhD student | Nanyang Technological University

The Icelandic Vocational Efficacy Scales (IVES): Validation With invariance testing - (Session ID 375)

9:00 AM – 9:50 AM

GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES POSTER SESSIONS

Poster Board # 22

Authors: Greco, A. J., & Einarsdóttir, S. (2025). In support of the Icelandic Vocational Efficacy Scales (IVES): RIASEC scale validation including group and longitudinal invariance. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver.

The following study examines the structural validity of the IVES (Greco & Einarsdóttir, 2024), a new, an Icelandic vocational self-efficacy measure encompassing each of Holland's (1959, 1997) vocational interest types. Results from a sample of 343 secondary school students and a longitudinal sample of 366 participants enhance the generalizability of the measure and fortify its claims of measurement invariance, creating a higher standard for cross-cultural RIASEC scale development.

Speaker



Anthony Greco

Doctoral Student | University of Minnesota, Twin Cities

Beyond Borders and Birthdates: The Truth About Generational Personality Myths - (Session ID 1231)

9:00 AM – 9:50 AM

GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES POSTER SESSIONS

Poster Board # 6

Authors: Dabdoub, A., Torres, K., & Gonzalez, M. (2024). Beyond Borders and Birthdates: The Truth about Generational Personality Myths [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines generational differences in personality for global workers. Analyzing data from 764,370 individuals across 202 countries, minimal evidence was found for significant personality distinctions between generations. Although some differences emerged in Brazil for commerce and science values, these were exceptions rather than the rule. Findings challenge common stereotypes about generational cohorts and suggest that organizations should prioritize individual capabilities over generational assumptions, fostering a more inclusive workplace culture.

Speaker



Alise Dabdoub

Director of Product Innovation | Hogan Assessments

Strengthening Cultural Intelligence Through International STEM Experiences Over Time - (Session ID 1317)

9:00 AM – 9:50 AM

GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES POSTER SESSIONS

Poster Board # 11

Authors: Rizzuto, T. E., Mitchell, T. D. , Okoroji, J. , Zhu, Y. , & Tao, Y (2025). Strengthening cultural intelligence through international STEM experiences over time [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors assess the impact of multidisciplinary, multinational team research and travel experiences on cultural intelligence (CQ), team orientation, and mentorship perceptions among U.S. STEM students. The study revealed growth in cultural awareness and team orientation. Interestingly, these benefits were observed regardless of whether participants traveled or not. The project introduced a scalable multinational consortium model, demonstrated adaption to COVID-19, and provided evidence for how experiential learning and multicultural exposures strengthen cultural competency over time.

Speakers



Janet Okoroji

PhD Student | Louisiana State University



Tracey Rizzuto

Professor | Louisiana State University

Universal Barriers, Bias, and Underrepresentation of Women in Leadership - (Session ID 293)

9:00 AM – 9:50 AM

GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES POSTER SESSIONS

Poster Board # 19

Authors: Agnihotri, N (2025). Universal Barriers, Bias, and Underrepresentation of Women in Leadership: A Systematic Review [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The Global Gender Gap Report (2022) estimates 132 years to close the gap, with 70% of women lawyers of color contemplating leaving due to barriers (ABA, 2020). This review explores key barriers to female leadership, addressing research questions about stereotypes, industry-specific challenges, and universal obstacles. 784 articles were reviewed, with 19 meeting criteria. Findings highlight stereotypes, gendered language, and leadership sanctions, emphasizing the need for structural changes to support women leaders.

Speaker



Nikita Agnihotri
I/O Psychology Research Intern | Aon Consulting

Human-Artificial Intelligence (AI) Collaboration for Creative Idea Generation - (Session ID 198)

9:00 AM – 9:50 AM

POSTER SESSIONS JUDGMENT/DECISION MAKING CONFERENCE AWARD WINNER

Poster Board # 17

Authors: Luan, Y., Kim, Y.J., Zhou, J., & Lyu, P. (2024). Human-Artificial Intelligence (AI) Collaboration for Creative Idea Generation [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Two studies (Study 1: 92 participants and 184 observations; Study 2: 153 participants and 306 observations) found that over time, less creative individuals experienced a decline in joint creativity when collaborating with AI, whereas creative individuals maintained their joint creativity. Further analyses indicated that the declining joint creativity of less creative individuals was a result of their active idea generation during their collaborations with AI. In contrast, creative individuals reduced their own idea generation and instead focused on supervising AI.

Speaker



Pengzhao Lyu
University of Cambridge

Innovate, Evaluate, Implement: Driving Workplace Success With HFIX and FACES. - (Session ID 536)

9:00 AM – 9:50 AM

JUDGMENT/DECISION MAKING POSTER SESSIONS

Poster Board # 25

Authors: Lew, V.L., Brennan, R., Shappell, S., Weigman, D., & Frederick, C. (2024). Innovate, Evaluate, Implement: Driving Workplace Success with HFIX and FACES [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This project aimed to validate the Human Factors Intervention Matrix and the companion assessment tool FACES in the development of novel interventions. Analyses indicated that the face-to-face HFIX condition resulted in more ideas and potential interventions generated than traditional brainstorming (F2F or video conferencing) and VC HFIX conditions. Results further indicated that ideas generated in the HFIX conditions were more feasible, acceptable, and sustainable than those generated by traditional brainstorming condition participants.

Speaker



Victoria Lew
MSIO Director | Florida Southern College

Burnout Declines When Creativity Shines: Creative Adaptability and Process Engagement - (Session ID 607)

9:00 AM – 9:50 AM

JUDGMENT/DECISION MAKING POSTER SESSIONS

Poster Board # 27

Authors: Leone, S. A., Linnell, A. E., & Reiter-Palmon, R. (2025). Burnout declines when creativity shines: Creative Adaptability and Process Engagement [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors explored creativity's role in reducing employee burnout by identifying 2 highly relevant creativity constructs: creative adaptability and creative process engagement (CPE). Working adults (n = 436) completed 2 surveys 3 weeks apart. Parallel mediation models show that CPE and creative adaptability partially mediate the relationship between challenge demands and 2 dimensions of burnout: exhaustion and cynicism. No association was observed between hindrance demands and creativity. CPE emerged as the stronger antecedent of exhaustion and cynicism scores.

Speaker



Averie Linnell
Graduate Research Assistant | University of Nebraska at Omaha

The Similarity-Attraction Principle and Malevolent Creativity Idea Generation - (Session ID 610)

9:00 AM – 9:50 AM

JUDGMENT/DECISION MAKING POSTER SESSIONS

Poster Board # 28

Authors: d'Amato A.L., Theobald E., Scott M., Elson J., Hunter S. (2025). The Similarity-Attraction Principle and Malevolent Creativity Idea Generation. SIOP Annual Conference 2025.

Through the lens of similarity-attraction principle, authors conducted a study to examine how perceived physical similarity influences the role similarity and ingroup affinity drives malevolent creativity ideation. Study 1 (N = 305) participants were assigned to teams using minimal group paradigm, then were given a social threat scenario by an avatar teammate of varying physical demographics (e.g., gender, race, age). Findings suggest that ingroup affinity and perceptions of physical dissimilarity motivate harmful ideas for retaliation against the threat.

Speaker



Emma Theobald
University of Nebraska at Omaha

The Reciprocal Relationship Between Change Fatigue and Job Satisfaction - (Session ID 804)

9:00 AM – 9:50 AM

JUDGMENT/DECISION MAKING POSTER SESSIONS

Poster Board # 31

Authors: Kandah, A., Ehrhart, M. G., Sklar, M., & Aarons, G. A. (2025). The reciprocal relationship between change fatigue and job satisfaction [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Past research has identified lower job satisfaction as an outcome of change fatigue, but it is also the case that individuals lower in job satisfaction may be more susceptible to change fatigue. This study examined the reciprocal relationship between change fatigue and job satisfaction in substance use treatment clinics going through a change initiative. Time 1 change fatigue negatively predicted Time 2 job satisfaction, and Time 1 job satisfaction negatively predicted Time 2 change fatigue. Organizations should take employee perspectives into account when implementing change.

Speaker



Alexandra Kandah
Graduate Research Assistant | University of Central Florida

The Influence of Worker Creativity on the Appraisal of Stress and Subsequent Strain - (Session ID 907)

9:00 AM – 9:50 AM

JUDGMENT/DECISION MAKING POSTER SESSIONS

Poster Board # 32

Authors: Perez, A. M. (2024) The influence of worker creativity on the appraisal of stress and subsequent strain [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Two studies examined whether an employee's creativity can protect them from negative outcomes of work stressors. In Study 1, creativity was positively related to job satisfaction ($R^2 = .17$) and negatively related to symptoms of poor health ($R^2 = .02$) and burnout($R^2 = .13$). In Study 2, creative individuals were more likely to perceive stressful work situations as challenges to overcome ($R^2 = .05$) rather than hindrances ($R^2 = .05$). These findings suggest that creative employees have a greater ability to manage and respond to stressors at work.

Speaker



Alyssa Perez
aestrategies

From Experience to Creative Problem Solving: Harnessing Personal Cases - (Session ID 1443)

9:00 AM – 9:50 AM

JUDGMENT/DECISION MAKING POSTER SESSIONS

Poster Board # 12

Authors: Boira Lopez, A. & Connelly, S. (2025). From Experience to Creative Problem-Solving: Harnessing Personal Cases [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines how past experiences influence creative problem solving, looking at how features of these experiences affect conceptual combination effectiveness and solution quality, originality, and elegance. Participants selected and combined characteristics from 2 personal cases to solve a complex problem. The findings showed that the presence of positive outcomes had positive effects on solution quality and elegance, above and beyond intelligence. Additionally, conceptual combination effectiveness significantly predicted creative performance.

Speaker



Ares Boira Lopez
Research Specialist | National Counterterrorism Innovation, Technology and Education Center at UNO

Action-Oriented Training With North Korean Entrepreneurs - (Session ID 1593)

9:00 AM – 9:50 AM

JUDGMENT/DECISION MAKING POSTER SESSIONS

Poster Board # 14

Authors: Glosenberg et al. (2025). Action-oriented training with North Korean entrepreneurs. Society for Industrial-Organizational Psychology, Denver, CO, United States.

Action-oriented approaches to training have demonstrated considerable promise in helping entrepreneurs, but the mechanisms of this training remain underexplored. To better understand why, authors use an exploratory, qualitative, and action-research approach with an extreme population: North Koreans living in South Korea and the United States. In addition to what might be predicted by action theory, North Koreans engage in identity work that is related to peer interactions. Authors propose a role for identity work and peer feedback/reflection as part of action-oriented training.

Speaker



Alexander Glosenberg
Assistant Professor - Fred Kiesner Center for Entrepreneurship | Loyola Marymount University

Seekers' Humility Matters: Feedback Seeking as A Catalyst for Givers' Creativity - (Session ID 1615)

9:00 AM – 9:50 AM

JUDGMENT/DECISION MAKING POSTER SESSIONS

Poster Board # 15

Authors: Zheng, Y. B., Feng, X., Bian, W., Ma, J. Y., & He, Y. (2024). Seekers' humility matters: feedback seeking as a catalyst for givers' creativity. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Drawing on coactive vicarious learning (CVL) theory, authors conceptualize feedback seeking and giving as CVL processes captured by givers' individual work reflection. Seekers' expressed humility strengthens positive relationships between feedback seeking and giving, as well as between feedback giving and individual work reflection, which, in turn, is positively related to givers' creative problem-solving capacity and creativity. Using a 3-wave field survey among 270 supervisor-subordinate dyads, they demonstrate support for the arguments.

Speaker



Yinbo Zheng
University of Georgia

Perceptions Of Human and AI Responses Across Ambiguous Scenarios - (Session ID 1635)

9:00 AM – 9:50 AM

JUDGMENT/DECISION MAKING POSTER SESSIONS

Poster Board # 16

Authors: Knight, C., Faith, K., & Reiter-Palmon, R. (2024, August 8–10). Perceptions of Human and AI responses. Poster submission for SIOP 2025.

The rise of AI in creative processes raises questions about its ability to match human creativity. This study used a controlled experiment with 4 conditions: human-generated solutions and 3 variations of AI-generated solutions with different instruction specificities to assess creativity ratings. Findings show that AI-generated responses were rated significantly higher in originality than human responses, whereas quality ratings did not differ among groups.

Speaker



cody Knight
University of Nebraska at Omaha

Supervisors' Envy and Behavioral Responses to Newcomers With Elite Education - (Session ID 1165)

9:00 AM – 9:50 AM

LEADERSHIP POSTER SESSIONS

Poster Board # 5

Authors: Ma, L., Xu, E., & Huang, X. (2024). Supervisors' Envy and Behavioral Responses to Newcomers with Elite Education [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study draws on social comparison theory to examine when and why newcomers' elite education hinders their career development. Authors theorize that newcomers' elite education induces supervisors' envy toward them, and as a result, supervisors are less likely to assign critical tasks toward those newcomers. Further, supervisors' education-contingent self-esteem may exacerbate the relationship between newcomers' elite education and supervisors' envy. Using the data from a time-lagged field study, support for the propositions was found.

Speaker



Ma liangcheng
Hong Kong Baptist University

Recent Developments in the Study of Workplace Incivility - (Session ID 1125)

9:00 AM – 10:20 AM | Location: 503/504

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE

Authors: Su, S. (Chair), & Chang, C.-H. (Discussant) (2025). Recent developments in the study of workplace incivility [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Vranjes, I., Vuong, T. V., Neville, L., Reich, T. C., & Hershcovis, M. S. (2025). Investigating the backlash effect of bystander interventions in workplace incivility. Busse, K., Rodriguez, W. A., & Zhou, Z. E. (2025). Effect of email incivility on employee counterproductive work behaviors: The role of self-control and psychological safety. Hunt, A., McMahon, K., & Yang, L. Q. (2025). Left on "read": Exploring perpetuation of cyber incivility and behavioral outcomes. Su, S., Bowling, N. A., & Parekar, R. (2025). Is incivility different from other forms of workplace aggression? A psychometric examination.

Workplace incivility has gained ongoing popularity as a research topic; as a result, progress in the scientific understanding of the nature, causes, and consequences of workplace incivility is continually being made. The research included in the current symposium addresses the nature and mechanism of workplace incivility from different perspectives, thus further contributing to this research literature.

Speakers



Kaitlin Busse
People Analyst | Google



Chu-Hsiang Chang
Professor | Michigan State University



Alison Hunt
Doctoral Student | Portland State University



Shiyang Su
Assistant Professor | University of Central Florida



Ton Vuong
PhD Candidate | University of Calgary

Unity in Adversity: Exploring Team Resilience Across Realms. - (Session ID 336)

9:00 AM – 10:20 AM | Location: 201

GROUPS/TEAMS

Authors: Bessey, A. (Co-Chair), Fernández Castillo, G. (Co-Chair), & Alliger, G. (Discussant). (2025). Unity in Adversity: Exploring Team Resilience Across Realms [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Research in resilience has exponentially catapulted (see Raetze et al., 2021), yet, our understanding of team resilience is much more limited, given teams' multilevel and interdependent nature (Alliger et al., 2015; Stoverink et al., 2020). This symposium focuses on how teams from realms—the military; isolated, confined, and extreme (ICE) environments; human–autonomy teaming (HAT); and gangs—bounce back from adversity. Authors integrate current understanding of team resilience as it stands, as well as highlight research needs and how to move forward in understanding one of the most elusive team dynamic capacities.

Speakers



George Alliger
Consulting Work Psychologist



Lila Berger
Doctoral Student | Rice University



Alexxa Bessey
Portfolio Lead | Aptima



Gabriela Fernandez Castillo
Ph.D. Student in Industrial-Organizational Psychology | Rice University



Andres Kaosaar
Graduate Research Assistant | University of Central Florida








Invited: EB - Sharing Session: SIOP Practitioners Share Impact of Recent Legislative Changes

9:00 AM – 10:20 AM | Location: 203

Authors: Shepherd, W.J. (Co-Chair), Dunleavy, E. (Co-Chair), Fink, A., Locklear, T., Ruggs, E., Saboe, K.N., & Tippins, N.T.(2025). Sharing Session: SIOP Practitioners Share Impact of Recent Legislative Changes. [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session will provide a forum for panelists to share the impact of recent executive orders and federal agency changes on their organizations, their clients, and their approach to the practice of I-O. There will be a 60-minute facilitated discussion with practitioners who work in areas that have been impacted (e.g., personnel selection, DEI, expert witness), followed by 20 minutes of audience sharing and Q&A.

Speakers

- **William Shepherd**
Executive Integrated Talent Leader, Commercial Engines & Services | GE Aerospace
- **Kristin Saboe**
Head of Employee Voice | Google
- **Eric Dunleavy**
Vice President - Employment and Litigation Services | DCI Consulting Group, Inc.
- **Alexis Fink**
Vice President, People Analytics and Workforce Strategy | Meta
- **Toni Locklear**
Chief Technical Officer & Litigation Practice Leader | APTMetrics
- **Enrica Ruggs**
Associate Professor of Management | University of Houston
- **Nancy Tippins**
Principal | The Nancy T. Tippins Group, LLC

Partner Showcase: Arcadia Consulting - Enhance Your Executive Presence: Strengthen Influence & Confidence

9:00 AM – 10:20 AM | Location: 301


SPONSORED

Executive Presence is about projecting confidence, composure, and gravitas to inspire and influence others. This session will help you:

- Develop a strong internal mindset for executive presence
- Enhance interactions with clients and team members
- Learn the 'Three Circles of Presence' framework to build personal power
- Drive greater impact through confidence and connection
- Strengthen your ability to lead, motivate, and inspire in any professional setting

Join us to gain practical strategies for becoming a more influential leader!

Speaker

- **Emma-Kate Swann**
Principal Consultant | Arcadia Consulting

Striking a Balance: Intersection of Risk and Fairness in Criminal Background Checks - (Session ID 1587)






10:30 AM – 11:20 AM | Location: 607

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Carusone, N. (Chair), Locklear, T., Miazad, O., Mitchell, O., & Simmons, W., (2025). Striking a Balance: The Intersection of Risk and Fairness in Criminal Background Checks. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Preventing criminal behavior in the workplace is an area of concern for employers and, as such, many leverage criminal background checks during the hiring process. However, there are complexities and considerations that factor into ensuring these tools are fair, valid, and reliable assessments of potential risk. This panel brings together experts from different disciplines (i.e., I-O, criminology, and employment law) to discuss factors that predict the likelihood of engaging in criminal behavior at work and ways to integrate them in designing a fair, reliable criminal background check process.

Speakers

- **Nikki Carusone**
Senior Consulting Scientist | APTMetrics
- **Toni Locklear**
Chief Technical Officer & Litigation Practice Leader | APTMetrics
- **Ojmarrh Mitchell**
Professor of Criminology, Law & Society | University Of California Irvine
- **William Simmons**
Littler Mendelson
- **Nantiya Ruan**
Professor of Law | William S. Boyd School of Law, University of Nevada-Las Vegas

Advancing Assessment Design Considerations for Access and Accessibility - (Session ID 400)





10:30 AM – 11:20 AM | Location: 405/406

INCLUSION/DIVERSITY

Authors: Grelle, D. (Chair). (2025). Advancing Assessment Design Considerations for Access and Accessibility [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Enhancements to the look, feel, and mobile availability of assessments has introduced new accessibility issues. This alternative session will provide the latest research on and successful examples of accessible assessment design with unique considerations for d/Deaf candidates, visually impaired candidates, and mobile-enabled assessments. The second half of this session, intended for anyone concerned about accessibility in assessment, will include an interactive panel discussion encouraging the audience to ask questions and share experiences with the goal of moving the field forward.

Speakers

- **Kristina Barr**
- **Jesse Caylor**
Senior HR Manager | Procter & Gamble
- **Darrin Grelle**
Principal Research Scientist | SHL
- **Trevor McGlochlin**
Managing R&D Consultant | Talogy

From Theory to Practice: Activating Leadership Frameworks for Lasting Organizational - (Session ID 1210)






10:30 AM – 11:20 AM | Location: 401/402

LEADERSHIP

Authors: Reckert, E. (Chair), Kuschel, A. (Moderator), Lust, E. (Panelist), Tucker, C. (Panelist), Thorton, F., Hirsch, J. (Panelist). (2025). From Theory to Practice: Activating Leadership Frameworks for Lasting Organizational Impact [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session examines the challenge of translating leadership frameworks into practical tools that drive behavioral change and align strategic priorities. Merck, Guardian, Johnson & Johnson, and Macy's panelists will share case studies and discuss actionable steps for achieving sustainable impact. Participants will learn how to embed leadership models to ensure long-term success, exploring examples of how these models have been integrated into organizational culture and strategy at leading companies.

Speakers

- **Jennifer Hirsch**
Senior Director, SparkWorks Design Head | The Janssen Pharmaceutical Companies of Johnson & Johnson
- **Elizabeth Lust**
Senior specialist talent management | Merck
- **Erika Reckert**
BTS
- **Felicia Thornton**
- **Catherine Tucker**
Head of Organizational Effectiveness & Learning | Guardian Life

Research Incubator: Advancing Successful Aging at Work - (Session ID 1062)






10:30 AM – 11:20 AM | Location: 708/710/712

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Fisher, G. G. & Zhou, Z. (Co-Chairs), Beier, M. E. (Panelist), Cadiz, D. (Panelist), Laguerre, R. (Panelist), Rauvola, R. S. (Panelist), Truxillo, D., (Panelist). (2025). Research Incubator: Key Work-Related Contributors to Successful Aging. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Successful aging at work (SAW) is a complex concept yet key to supporting older workers' interest and ability of to remain active in the labor force. Although interest in SAW has increased over the last decade, it remains ill-defined, poorly understood, and understudied. This session aims to spark interest for advancing research and organizational practices to facilitate SAW. Leading workforce aging scholars will engage the audience in idea-generating discussions of practical issues and implications with the goal of encouraging SAW research connections and collaborations.

Speakers

- **Margaret Beier**
Professor and Chair, Department of Psychological Sciences | Rice University
- **Dave Cadiz**
Principal OD Science Consultant | Workday, Inc.
- **Gwenith Fisher**
Professor | Colorado State University
- **Rick Laguerre**
Assistant Professor of Human Resources | Marquette University
- **Shelly Rauvola**
Assistant Professor & Program Director, I-O Psychology | DePaul University
- **Donald Truxillo**
Professor | Kemmy Business School, University of Limerick
- **Zhiqing Zhou**
Associate Professor | Johns Hopkins Bloomberg School of Public Health

Harnessing Generative AI for Work–Life Balance: ChatGPT for Busy SIOP Parents - (Session ID 174)


10:30 AM – 11:20 AM | Location: 501/502

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Sullivan, T.S. (2024). Harnessing Generative AI for Work-Life Balance: ChatGPT for Busy Parents [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session is designed for SIOP parents or caregivers looking to enhance their productivity and mental resilience while staying current with rapidly evolving AI technologies. It introduces attendees to the power of generative AI, particularly ChatGPT, as a tool for improving work–life balance. Participants will explore practical ways to use AI to automate daily tasks, reduce stress, and reclaim time for what matters most: family and personal well-being. Through real-life examples and interactive demos, attendees will gain hands-on experience in AI prompt engineering for work and home.

Speaker

- **Taylor Sullivan**
Head of Assessments | Workera

Navigating the Labyrinth: Diverse Pathways to Success in I-O Psychology - (Session ID 649)






10:30 AM – 11:20 AM | Location: 205

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: Jeong, S. B. (Chair), Craig, S. B., Deis, D., Fan, J., Young, S. (2025). Navigating the Labyrinth: Diverse Pathways to Success in I-O Psychology [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This panel discussion explores the diverse and often unexpected career paths in industrial-organizational psychology, featuring four accomplished professionals sharing their unique journeys from aspiring students to successful practitioners and academicians. Designed for both aspiring and early-career I-O psychologists, the session will illuminate the challenges, opportunities, and pivotal moments that shape careers in the field, demonstrating that success often comes through adaptability and embracing the unpredictable nature of professional growth.

Speakers

- **S. Bartholomew Craig**
Graduate Program Director & Associate Professor, Psychology | North Carolina State University
- **Douglas Deis**
CLO | National Science Foundation
- **Jinyan Fan**
Professor | Auburn University
- **Stephen Jeong**
Senior People Scientist | Center for Creative Leadership
- **Dr. Stephen F. Young**
Global Head, Employee Experience and Assessments | Caterpillar Inc.

Realities of Multidisciplinary Work: Experiences of I-Os Working With Non-I-Os - (Session ID 1055)


10:30 AM – 11:20 AM | Location: 507


CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT


Authors: Savage, N. M. (Chair), Brawley Newlin, A. (Panelist), Bui, T. (Panelist), McCallus, R. (Panelist), Millard, J. (Panelist), & Molina, B. (2025). Realities of Multi-Disciplinary Work: Experiences of IOs Working with Non-IOs. [Panel Discussion]. Panel submitted to the Annual Conference for the Society for Industrial and Organizational Psychology, Denver, CO.


With many, if not all, I-O positions involving at least some collaboration with others outside the field, it is necessary for those who engage in multidisciplinary work to share those experiences, foster learning and community among I-Os with cross-professional collaborations, and provide a realistic job preview for those who are still in training or early in their career. This panel brings together a variety of people who regularly work with non-I-Os to discuss what has worked well and not as well for them and to give a realistic insight into these multidisciplinary experiences.


Speakers

- 

Alice Brawley Newlin
Assistant Professor | Gettysburg College
- 

Teresa Bui
Division of Data and Analytics, and Learning | National Institutes of Health
- 

Riley McCallus
Visiting Assistant Professor | Furman University
- 

Jackson Millard
Research Scientist | HumRRO
- 

Nastassia Savage
Visiting Assistant Professor | Old Dominion University

Future Fusion: Collaborative Horizons in I-O Psychology - (Session ID 394)


10:30 AM – 11:20 AM | Location: 407

GROUPS/TEAMS


Authors: McPhail, S.M. (Co-Chair), Witt, L.A. (Co-Chair), Banks, C., Mueller, L., & Sinar, E. (2024). Collaboration. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


A recurrent theme among I-O psychologists is that our broad profession requires working closely with a wide variety of professionals. As we advance into greater technological sophistication across the workplace, this need continues to grow. A panel of experts with extensive experience in collaboration will discuss both the strengths and difficulties of various types of cooperative efforts across specialties, settings, and disciplines with a particular focus on collaboration needed for the future.


Speakers

- 

Cristina Banks
Director, Interdisciplinary Center for Healthy Workplaces, University of California, Berkeley | University of California, Berkeley
- 

Morton McPhail
Retired Consultant
- 

Lorin Mueller
Managing Director of Assessment | Federation of State Boards of Physical Therapy
- 

Evan Sinar
Senior Research Scientist | Amazon
- 

L. Witt
Professor of Public Affairs, Management & Leadership (Bauer College of Business), and Psychology | University of Houston

Women's Progression to the C Suite: A Panel Discussion - (Session ID 1272)


10:30 AM – 11:20 AM | Location: 403/404


INCLUSION/DIVERSITY


Authors: MacGregor, J.E. (Co-Chair), Morrison, P.J. (Co-Chair), Peters, B. (Co-Chair), & Steelman, L.A. (Co-Chair), Prather, H., & Warren, C. (2025). Women's Progression to the C Suite: A Panel Discussion. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


The path to the C-suite is a path that promising women often do not take. Authors interviewed and surveyed former senior and executive leaders about their career progression, the barriers they encountered, and how they overcame those barriers, and compared the responses of women to those of men. At this panel, they will share some key themes from findings and discuss their implications with leadership experts in different sectors of the economy. The discussion will focus on approaches to support women in their career progression, exploring ways to keep them in the pipeline.

Speakers

- 

Julia MacGregor
Florida Institute of Technology
- 

Debra McGuire
President & CEO | Private Directors Association®
- 

Heather Prather
Founder | WiseUp Coaching & Consulting
- 

Catherine Warren
California State University, Sacramento

CANCELLED: I-O Psychology Takes Flight: Applying I-O Practices to the Aviation Industry - (Session ID 1103)


10:30 AM – 11:20 AM | Location: 605


CANCELLED SESSION

Authors: Barrett, J., Cole, L., Lentz, E., & Torrence, B. (Chair). (2025). I-O psychology takes flight: Applying I-O practices to the aviation industry [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This panel will discuss the unique and impactful work by I-O psychologists in the aviation industry. I-Os have been supporting aviation workers throughout the Federal Aviation Administration, while navigating the complex, evolving environment to maintain I-O standards and best practices. Topics will include recent projects completed for different aviation occupations, best practice recommendations for working with unique technical groups, and the interesting and challenging work available to I-Os.

Speakers

- 

Elizabeth Lentz
Senior Director, Client Success | PDRI by Pearson
- 

Brett Torrence
Personnel Psychologist | Veterans Health Administration

Ethical Dilemmas in Prosocial Work: Leveraging a Situational Judgment Approach - (Session ID 417)

10:30 AM – 11:20 AM | Location: 603

GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES

Authors: Poole, A.M.H. (Chair), Linnabery, E. (Co-Author), Bryan, L. (Panelist), Lowman, R.L. (Panelist), Sanders, C. (Panelist) (2025). Ethical Dilemmas in Prosocial Work: Leveraging a Situational Judgment Approach [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

As the field of I-O psychology evolves, ethics and prosocial behavior are becoming central to organizational interventions. Recent research highlights the importance of embedding ethical decision making in all aspects of I-O practice to address modern challenges like globalization, technology, and societal expectations. The proposed panel session will utilize a situational judgment approach (SJA) to explore ethical dilemmas, promote fairness, and guide decision making. This session aims to help bridge theory and practice, fostering a culture of responsibility and integrity in the profession.

Speakers



Rodney L. Lowman

1) Visiting Professor; 2) President | 1) U. of Johannesburg, South Africa; 2) Lowman & Richardson/Consulting Psychologists, P.C.



Elizabeth (Betsy) Shoenfelt

Principal Consultant | Strategic Performance Solutions



Arryn (Hassel) Poole

University of Georgia



Nancy Stone

Middle Tennessee State University

Adding Strategic Workforce Planning to Your I-O Psychology Consulting Portfolio - (Session ID 338)

10:30 AM – 11:20 AM | Location: 203

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Sokol, M. (Co-chair), Tarulli, B. (Co-chair), Arun, N., Barber, B., Feinzig, S., (2025). Adding Strategic Workforce Planning to your I-O Psychology Consulting Portfolio. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session highlights how I-O psychologists can add the practice of strategic workforce planning (SWP) to their internal or external consulting portfolios. Authors level-set for the audience with a basic framework for SWP, a SWP consulting model, and overview of the types of data and analysis that produce impact. They then share innovations in teaching SWP at the graduate level along with describing how recent graduates have embedded a SWP mindset into their early career experience.

Speakers



Nikita Arun

Director and Assistant Professor | University of Maryland College Park



Brooke Barber

Associate, Leadership Advisory Services | Spencer Stuart



Sheri Feinzig

New York University



Dr. Marc B. Sokol

Sage Consulting Resources



Beverly Tarulli

Clinical Assistant Professor | NYU

ROI of Talent Management Initiatives: R U Serious? - (Session ID 1445)

10:30 AM – 11:20 AM | Location: 207

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Starke, M.L. (Co-Chair), Roberts, L. L. (Co-Chair), Foster, J. L., Marcus-Blank, B., & Mayfield, D. L. (2025). ROI of Talent Management Initiatives: R U Serious? (Panel). Society for Industrial and Organizational Psychology, Annual Conference, Denver, CO, United States.

An intermediate session designed to help practitioners develop practical solutions to evaluate the return on investment (ROI) of talent management initiatives. Panelists will share real life stories of evaluating ROI on the job, both those that are successful and unsuccessful. Additionally, panelists will share practical tips regarding the language needed to communicate value to both business leaders and more technical (I-O) stakeholders. Audience participation will be encouraged.

Speakers



Jeff Foster

Assistant Professor | Missouri State University



Brittany Marcus-Blank

Johnson & Johnson



David Mayfield

Korn Ferry



Lisa Roberts



Mary Starke

Sr. Partner | Korn Ferry

Transitioning From I-O Internships to I-O Careers: A Multi-Industry Perspective - (Session ID 315)

10:30 AM – 11:20 AM | Location: 201

TEACHING I-O PSYCHOLOGY/STUDENT AFFILIATE ISSUES/PROFESSIONAL DEVELOPMENT

Authors: Pyram, R. H. (Co-Chair), Pearman, J. J. (Co-Chair), Ward, K. P., Simmons, P., Barnett, C., Briggs, C. Q., & Eichenauer, C. J. (2025). Transitioning from I-O Internships to I-O Careers: A Multi-Industry Perspective [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session will present perspectives from I-O psychology practitioners who worked in I-O psychology or people analytics internships before transitioning to a full-time role. Panelists represent a range of industries, including tech, government consulting, and manufacturing. The panel will discuss what skills from graduate training and internships translated to their full-time roles, and what skills they were required to develop on the job. This panel provides a skill-based perspective for graduate students to navigate the transition from education and internships to full-time I-O positions.

Speakers



Caitlin Briggs

FMP LLC



Connor Eichenauer

Talent Assessment Manager | GE Aerospace



Kaitlin Ward

Senior People Analytics Researcher | Google



Joshua Pearman
Graduate Research Assistant | Michigan State University



Rachael Pyram
Doctoral Candidate | Michigan State University



Philip Simmons
Manager, People Science | Roblox

Concept to Contribution: Navigating Challenges in Making Theoretical Contributions - (Session ID 1498)

10:30 AM – 11:20 AM | Location: 505

TEACHING I-O PSYCHOLOGY/STUDENT AFFILIATE ISSUES/PROFESSIONAL DEVELOPMENT

Authors: Grant, R. (Co-Chair), Garcia, S. C. (Co-Chair), Allen, T. D., Chen, G., Eby, L., Nye, C. D. & Shockley, K. M. (2025). Concept to Contribution: Navigating Challenges in Making Theoretical Contributions [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This panel session offers researchers practical insights on making theoretical contributions in their work. It will cover how to define and evaluate theoretical contributions, design studies that advance theory, and effectively communicate these contributions to reviewers. Panelists will share strategies for navigating critiques and challenges in the review process. By addressing key stages of the research lifecycle, the session equips attendees with tools to boost the theoretical impact of their research and gain diverse expert perspectives on advancing theory.

Speakers



Tammy Allen
University of South Florida



Gilad Chen
Professor of Management & Organization | University of Maryland



Lillian Eby
Distinguished Research Professor | University of Georgia



Spencer Garcia
Georgia Institute of Technology



Christopher Nye
Associate Professor | Michigan State University



Kristen Shockley
Associate Professor | Auburn University



Ryan Grant
Graduate Student | University of Georgia

Poster Sessions: Groups/Teams, Job Attitudes/Engagement, Leadership, and Testing/Assessment

10:30 AM – 11:20 AM | Location: Mile High Ballroom

GROUPS/TEAMS JOB ATTITUDES/ENGAGEMENT LEADERSHIP TESTING/ASSESSMENT POSTER SESSIONS

Qualitative Analysis of Team Learning Behaviors Across Time - (Session ID 1026)

10:30 AM – 11:20 AM

GROUPS/TEAMS POSTER SESSIONS

Poster Board # 5

Authors: Gonzalez, J., Wentling, A., Robinson, P., Hanisch, M., Osborn, S., Narayan, A. (2025). Team Learning Behaviors Across Time in Novel, Interdependent Teams [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Six team learning behaviors were used to identify patterns of team learning through qualitative analysis of team communication during a short term, interdependent, immersive team task with novel elements in different task trials. Qualitative data analysis of microbehaviors in team interactions captured by team member communication enabled an understanding of finer patterns of team learning behaviors as they occur over time. Results display dynamic patterns in sharing and boundary crossing behaviors learning over time across action and transition phases of teamwork

Speaker



Jalyne Gonzalez

Studying Trustworthiness and Its Effect on AI-Driven Support for Teams - (Session ID 1166)

10:30 AM – 11:20 AM

GROUPS/TEAMS POSTER SESSIONS

Poster Board # 6

Authors: Tang, Y., Wiese, C., Kee, S., & Cheekati, A. (2024). Studying Trustworthiness and Its Effect on AI-Driven Support for Teams [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study explores how the perceived trustworthiness of AI systems influences key team dynamics. Based on an ongoing sample of 36 participants (12 teams), it was revealed that teams interacting with untrustworthy AI reported greater team effectiveness, collaboration, and resilience than those with trustworthy AI, contrary to expectations. However, no significant differences were observed in affect between groups. Implications for AI design in high-stakes environments are discussed, along with limitations and directions for future research.

Speaker



Yichen Tang
Graduate Research Assistant | Georgia Institute of Technology

Effects of Team Tenure and Team Stability – Evidence From Healthcare Teams - (Session ID 1460)

10:30 AM – 11:20 AM

GROUPS/TEAMS POSTER SESSIONS

Poster Board # 11

Authors: Britt, J. R. (2024). Effects of Team Tenure and Stability – Evidence From Healthcare Teams [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study adopts a social network perspective to investigate the effects of team tenure and stability on healthcare team performance. Most previous research on team tenure, defined as the extent to which team members have worked with one another (Huckman et al., 2009), has assumed stable team membership. With an increase in “fluid” teams (Bushe & Chu, 2011), this study analyzes the effect of team tenure on teams with unstable membership. Using secondary data from over 200 healthcare locations, this study finds a significant performance effects of greater teams shared experience.

Speaker



Jordan Britt
Graduate Student at Clemson University | Clemson University

Exploring Crew Diversity’s Impact on Team Cohesion, Fatigue, and Psychological Safety - (Session ID 1622)

10:30 AM – 11:20 AM

GROUPS/TEAMS

POSTER SESSIONS

Poster Board # 18

Authors: Bissessar, A.*, Patel, M.*, Käosaar, A., & Burke, S. (2024). Exploring Crew Diversity's Impact on Team Cohesion, Fatigue, and Psychological Safety [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Note: *Both authors contributed equally

As future space missions extend in duration and distance, astronaut teams will face significant psychological and interpersonal challenges affecting mission success. Understanding diversity in demographics, cultural traits, and interpersonal differences within varied teams has become pertinent. This exploratory study investigates the impact of diversity across age, gender, and cultural dimensions on daily stress, negative affect, and teamwork outcomes within 2-week long space analog missions, offering insights into these dynamics within isolated, confined, and extreme (ICE) environments.

Speakers



Anisha Bissessar
University of Central Florida



Milouni Patel
University of Central Florida

Justice, Leadership, and Psychological Safety: Does Occupation Type Matter? - (Session ID 163)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT

POSTER SESSIONS

Poster Board # 19

Authors: Price, C., & Kisamore, J. L. (2025). Justice, leadership, and psychological safety: Does occupation type matter? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study explores whether interactional justice mediates the relationship between transformational leadership and psychological safety and whether occupation type acts as a second-stage moderator. Data from 277 employees were analyzed, revealing a positive relationship between transformational leadership and psychological safety that was partially mediated by interactional justice. Occupation type was not a significant moderator. The study highlights the need for supportive leadership and fairness to boost psychological safety across diverse occupations.

Speaker



Jennifer Kisamore
Professor of Psychology | University of Oklahoma (Tulsa Campus)

Supervisor UPB, Employee Guilt and Ethical Voice: Role of Moral Attentiveness - (Session ID 435)

10:30 AM – 11:20 AM

LEADERSHIP

POSTER SESSIONS

Poster Board # 26

Authors: Shen, R. W. (2024). Supervisor UPB, employee guilt and ethical voice: Role of moral attentiveness [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Unethical pro-organizational behavior has garnered much interest from scholars. However, previous research has mainly focused on its antecedents and little is known about how subordinates can be affected by supervisor’s UPB. Therefore, authors draw on moral cleansing theory and propose that supervisor UPB enhances ethical voice via employee guilt. They further propose that such relationship is stronger for employees high in moral attentiveness. Results of a multiwave survey supported hypotheses. Study enriches existing research on outcomes of supervisor UPB from a subordinate perspective.

Is There More to Organizational Justice Than “Just” Fairness? A Meta-SEM Study - (Session ID 1505)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT

POSTER SESSIONS

Poster Board # 13

Authors: Drabish, A. C. & LaHuis, D. L. (2025). Is there More to Organizational Justice than 'Just' Fairness? A Meta-SEM Study. . Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

To examine the construct validity of overall justice, a global perception of fairness in organizations, Authors used meta-analytic structural equation modelling to assess its convergence with core organizational justice models. Overall justice partially mediates the effects of justice in the environment onto outcomes. Social exchange quality plays a meaningful role in mediating organizational justice effects. Altogether, findings support the construct validity of overall justice but also suggest that there is more to organizational justice than fairness.

Speaker



Alec Drabish
Research Psychologist | NAMRU-D

The Role of Workplace Toxicity in Workplace Gun Violence: A Multimethod Approach - (Session ID 290)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT

POSTER SESSIONS

Poster Board # 23

Authors: Schiffer, A. A., Sylvara, A., & Lee, J. (2025). The role of workplace toxicity in workplace gun violence: A multimethod approach [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Using FBI annual reports on active shooters from 2019–2023, it was determined the extent to which workplace toxicity (WT) preceded workplace shootings. Of 28 workplace shootings, 3 independent coders agreed 13 cases involved WT. Authors explored the presence of various types of WT: incivility (92%), leadership (58%), job loss or insecurity (54%), justice (50%), and job demands (31%). Topic modeling revealed similar themes, but also more nuanced themes, disgruntlement (e.g., threats) and frustration (e.g., tension). Finally, recommendations for workplace gun violence prevention strategies are offered.

Speaker



Ashley Schiffer
Doctoral Student | Kansas State University

All You Need is Love: Applying Relationship Science to I-O Psychology - (Session ID 585)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 30

Authors: Huynh, C. & Netto, M. (2025). All You Need is Love: Applying Relationship Science to I-O Psychology [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Relationship science explores how emotional bonds and interactions shape human connections in personal and professional settings. In industrial-organizational (I-O) psychology, workplace relationships are often viewed transactionally, focusing on tasks and outcomes over human connections. This mindset undermines trust and authenticity, negatively impacting employee engagement and diversity, equity, and inclusion (DEI) efforts. Applying relationship science theories to I-O psychology can enhance workplace relationships and foster a more inclusive, authentic environment.

Speaker



Christopher Huynh

Industrial-Organizational Psychology PhD Student | Virginia Tech

Fulfilling Basic Psychological Needs in Remote Work - (Session ID 947)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 35

Authors: Deverney, K.B. & O'Brien, K.E. (2024). Fulfilling basic psychological needs in remote work [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examined the relationship between fulfillment of basic psychological needs—autonomy, competence, relatedness—and other aspects of the remote work environment. With a sample of 129 full-time workers, results indicated that remote work was linked to needs fulfillment in nuanced ways. That is, although zero-order correlations were often small, remote work characteristics (e.g., environmental control, isolation) moderated the relationship between work-to-family conflict and needs fulfillment.

Speaker



Kreegan Deverney

Central Michigan University

Sustainability at Work: A Buffer for Burnout in High-Stress Environments - (Session ID 1302)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 8

Authors: Pool, M. J., Sinclair, R., Wilson, O.*, Hackmann, A.*, Martin, K.*, (2024). Sustainability at Work: A Buffer for Burnout in High-Stress Environments [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study explores how perceived organizational sustainability climate (POSC) and environmental identity (EI) influence burnout and work stress using the job demands-resources model. Data from 697 U.S. employees show that POSC is negatively related to burnout, supporting its role as a resource. EI moderates this relationship, with stronger effects under high work stress, enhancing POSC's protective role. The findings suggest that promoting sustainability in the workplace can reduce burnout, particularly for employees with strong environmental identities.

Speaker



Meredith Pool

Ph.D. Student | Clemson University

CARE Package: Development and Validation of an Organizational Culture Assessment - (Session ID 1421)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 9

Authors: Harrell, C. E., Sharma, S., Bain, J., Vande Brink, K., Dillard, J., Bingea, D., Roy, N., Burns, G. N., & Taylor, J. (2025). CARE package: Development and validation of an organizational culture assessment [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The CARE Assessment measures 4 key dimensions of organizational culture: communication, adaptability, recognition, and evolution. This study validates the CARE Assessment through confirmatory factor analysis (CFA) and investigates its relationships with job satisfaction, turnover intentions, organizational commitment, and workplace behaviors. Results demonstrate strong construct validity and highlight CARE's potential to inform organizational development and enhance employee outcomes.

Speaker



Cody Harrell

Teaching Assistant | Harvard Extension School

Should We Fear Too Much Psychological Safety? An Examination of the Modern Workplace - (Session ID 1563)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 16

Authors: Momcilovic, P. H., Schirle, G., Traylor, J., Chakrabarti, A., Lapp, G., & Bisbey, T. (2025). Should We Fear Too Much Psychological Safety? An Examination of the Modern Workplace [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Research calls for understanding whether excessive psychological safety leads to undesired consequences. Authors explore this question by examining relationships between psychological safety and counterproductive, uncivil, immoral, and unethical behaviors in a sample of 508 employees. No evidence was found that psychological safety has significant positive associations with undesired behaviors. Results support the positive impact of psychological safety on reducing such behaviors. Further examination of how virtuality may moderate psychological safety's effects in the modern work context is suggested.

Speaker



Petra Momcilovic

PhD student | George Washington University

Developing and Validating a Respectful Workplace Climate Scale - (Session ID 1605)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT **POSTER SESSIONS**

Poster Board # 17

Authors: Lytle, B., Huang, E., Chlevin, C., Giordano, F., He, Y., Lee, J., Yang, L-Q., Courtney, T. (2025) Developing and Validating a Respectful Workplace Climate Scale [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors introduce a validated, multifaceted, 3-level Respectful Workplace Climate (RWC) scale. They hypothesized that RWC would correlate with important well-being and performance outcomes. The organization RWC captures perceptions of policies; supervisor RWC reflects views on supervisor effectiveness; coworker RWC encompasses perceptions of respect among colleagues. The scale comprises 35 items (11 organization level, 16 supervisor level, and 8 coworker level). Construct and criterion-related validity of our new scales were supported.

Speaker



Bailey Lytle
Research Associate | University of Georgia; OHSU

The Impact of Body-Related Nonverbal Information in Technology-Mediated Interviews - (Session ID 191)

10:30 AM – 11:20 AM

TESTING/ASSESSMENT **POSTER SESSIONS**

Poster Board # 20

Authors: Weihrauch, L., & Melchers, K. G. (2025). The Impact of Body-Related Nonverbal Information in Technology-Mediated Interviews [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors examined the impact of perceived body-related nonverbal information (BNI) in technology-mediated interviews (TMIs). 203 participants evaluated recorded interview answers with larger versus smaller video frames. BNI enhances performance ratings primarily by increasing social presence, and effects were stronger when interviewees exhibited more dynamic physical behavior. In contrast, effects via attractiveness were negligible. Findings suggest that reduced information can lead to lower performance ratings in TMIs, so organizations should ensure applicants use similar video frames.

Speakers



Klaus Melchers
Professor for Work and Organizational Psychology | Ulm University



Lucas Weihrauch
Research Assistant and PhD Student at the Department of Industrial and Organizational Psychology | Universität Ulm

Meta-Analysis of the Criterion-Related Validity of Logic-Based Measurement Tests - (Session ID 213)

10:30 AM – 11:20 AM

TESTING/ASSESSMENT **POSTER SESSIONS**

Poster Board # 22

Authors: Hayes, T.L., Cucina, J.M., & Bayless, J. (2025). Meta-analysis of the criterion-related validity of Logic-Based Measurement tests [poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO.

Logic-based measurement (LBM) pre-employment tests use logical schemas to measure reasoning. Authors meta-analyzed criterion-related validity coefficients using 4 criteria: supervisory ratings of job performance, training performance, job knowledge, and work simulation scores. Operational validities ranged from .219 to .602 and Bayesian analyses results showed strong support for the criterion-related validity of LBM tests. A path analysis suggests that LBM's validity for supervisory ratings is mediated by its effects on training performance and work simulation scores.

Speakers



Jeffrey Cucina
Personnel Research Psychologist | U.S. Customs and Border Protection



Theodore Hayes
Arlington, VA

Predicting College Outcomes With High School Extracurricular Activities - (Session ID 340)

10:30 AM – 11:20 AM

TESTING/ASSESSMENT **POSTER SESSIONS**

Poster Board # 24

Authors: Tai, M. H., Sackett, P. R., & Kuncel, N. R. (2025) Predicting college outcomes with high school extracurricular activities. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study investigated whether 23 types of high school extracurricular activities (ECAs) could predict college outcomes beyond SAT scores and high school GPA, using a sample of approximately 130,000 students from 2006 to 2011. The findings showed that public affairs-related activities, such as debate, student government, and journalism, increased the odds of timely graduation. In contrast, music, computer, and reserved officer training activities were associated with lower graduation rates and GPA. The effects of other ECAs were either small or statistically insignificant.

Speaker



Ming-Him Tai
Assistant Teaching Professor | Pennsylvania State University

Effects of Practice on the Reliability and Validity of Attention Control Tests - (Session ID 490)

10:30 AM – 11:20 AM

TESTING/ASSESSMENT **POSTER SESSIONS**

Poster Board # 27

Authors: Burgoyne, A. P., Pak, R., & Engle, R. W. (2025). Effects of Practice on the Reliability and Validity of Attention Control Tests [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

What are the consequences of people having different amounts of practice on selection tests? Authors tested 5 distributions of practice (first attempt, final attempt, uniform, skewed, and bimodal) by having people repeatedly practice 3-minute "Squared" tests of attention control. They investigated how practice affected the psychometric properties of the tests and their correlations with fluid intelligence and working memory capacity. Additionally, they tested how on-screen "goal reminders" altered cognitive predictors of performance, both before and after practice.

Speaker



Alex Burgoyne
Senior Scientist | HumRRO

Development and Construct Validation of a Work-Related Values Measure - (Session ID 629)

10:30 AM – 11:20 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 31

Authors: Yarborough, J., Herbst, M., & McCook, K. (2025). Development and Construct Validation of a Work-related Values Measure [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This poster will summarize the background research, item-writing and scale creation, and construct validation for a work-related values assessment. This work contributes meaningfully to industrial-organizational psychology science by developing a work-oriented model of values appropriate for understanding culture impact and values in leaders, and demonstrating its measurement properties and construct validity in a sample of leaders in organizations.

Speakers



Keith McCook

Senior Director, Psychology, Product Research & Design | Heidrick & Struggles



Jazzera Yarborough

Senior Research Analyst | Heidrick & Struggles

Can Generative AI Serve as a Rater for Test Development and Validation? - (Session ID 767)

10:30 AM – 11:20 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 33

Authors: Son, M., & Lee, P. (2025). Can Generative AI Serve as a Rater for Test Development and Validation? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This research investigates the use of generative AI as a rater for test development and validation, focusing on social desirability, content validity, and trait importance ratings. Across 3 studies, GPT-4's ratings were compared with human ratings to evaluate reliability and validity. Results show that GPT-4 performs reliably and demonstrates convergent validity across all 3 rating tasks, with some conditional exceptions. GPT-4 holds potential to streamline rating tasks, though further exploration is needed.

Speaker



Mina Son

PhD Candidate | George Mason University

RESCHEDULED at 2PM: Validation of a Situational Judgment Test as a Measure of Team-Level Constructs - (Session ID 1286)

10:30 AM – 11:20 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 7

Authors: Park, B. Schulte, B. D., Mazza, N., & Arthur, W., Jr. Validation of a situational judgment test as a measure of team-level constructs [Poster] Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Although a growing body of literature presented evidence that SJTs can validly measure unidimensional constructs, no studies tested its construct-related validity evidence at the team level. This study investigated the construct-related validity of an SJT as a measure of team-level constructs and further examined how the compositional model influences the validity estimates of SJT scores. The results suggest that, at the team level, an SJT demonstrated acceptable validity evidence when scores were operationalized using the direct consensus model, compared to the use of additive model.

Speaker



Beomgyu Park

Texas A&M

A Quantitative Review of Physical Ability Test Validities - (Session ID 1495)

10:30 AM – 11:20 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 12

Authors: Goldstein, B., Malloy, C., Bending, A., Shultz, P., Young, M., Larson, E., Scherbaum, C. (2024). Quantitative Review of the Physical Ability Test Validity [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors review the physical ability test literature and compute quantitative estimates of the relationship between physical ability tests and job performance criteria organized around Hogan's (1991) taxonomy of physical abilities. Physical ability tests demonstrate strong relationships with work sample criteria but more modest relationships with job performance ratings. These relationships were stronger for ability tests measuring muscular strength than movement quality or cardiovascular endurance, but these relationships vary over criteria type.

Speaker



Benjamin Goldstein

Doctoral Student | Baruch College

A Machine Learning Model to Address the Criterion Problem for AI-Based Hiring Tools - (Session ID 1547)

10:30 AM – 11:20 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 15

Authors: Bhalla, V., Thiramas, A., Moturi, Shankar., Murugavel, V. R., Goldin, I. (2024). A machine learning model to address the criterion problem for AI-based hiring tools [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The criterion problem presents challenges in validating hiring assessments due to the variability in defining job success and performance criteria across roles and organizations. As modern hiring processes incorporate AI/ML tools, these challenges grow. This work explores a machine learning-based solution, the Hiring Progress Indicator, to standardize hiring criteria. By training a model to accurately map diverse hiring progressions, this framework facilitates large-scale validation, enabling robust, scalable research into criterion validity.

Speaker



Vignesh Murugavel

UNO

Assessing Impact: Effectiveness of Sexual Harassment Training for Young Workers - (Session ID 211)

10:30 AM – 11:20 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 21

Authors: Mishra, V., Stewart, S. M., Davison, H. K., Fiorentino, S. R. & Schreiber, J. (Presenters) (2025). Assessing Impact: Effectiveness of Sexual Harassment Training for Young Workers [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Sexual harassment (SH) training directed at young workers is an overlooked area of research. This study investigated the impact of teen-focused SH training on young workers' declarative and procedural knowledge. Additionally, authors evaluated the impact of gender on training outcomes. Results indicated a positive post training impact on participant's declarative and procedural knowledge. Further, gender significantly impacted the effect of training on procedural knowledge and attitudes but not declarative knowledge. Implications are discussed.

Speaker



Vipanchi Mishra
Professor | West Chester University

Generative AI Use to Prepare for Asynchronous Video Interviews - (Session ID 414)

10:30 AM – 11:20 AM

TESTING/ASSESSMENT POSTER SESSIONS

Authors: Jauron, D. & Brown K. G. (2024). Generative AI Use to Prepare for Asynchronous Video Interviews [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

There have been few studies examining applicants' interactions with generative artificial intelligence (genAI) and asynchronous video interviews (AVIs). Compared to prior coaching methods, authors contend that genAI offers potential as an accessible option to provide meaningful interview practice to applicants. In a study of 176 business students, attitude toward AI predict student use of genAI for interview preparation, and that genAI prep time increases both AI attitude and interview self-efficacy from pre to post. Further, greater genAI preparation time improves AVI performance.

Speaker



Drew Jauron
PhD. Student | University of Iowa

Gender Differences in Learning Outcomes From AI-Generated E-Learning Videos - (Session ID 539)

10:30 AM – 11:20 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 29

Authors: Eßbach, M. & Graf, J. (2025). Gender differences in learning outcomes from AI-generated e-learning videos [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The use of digital learning and AI-generated training videos for corporate training is increasing. Authors investigated differences between a male and a female instructor in an AI-generated e-learning video. The content of the videos was identical across both gender conditions. Findings indicate that participants achieved higher test scores after watching the male instructor. Additionally, the didactic quality of the video with the male instructor was rated higher, primarily due to ratings from male students. Female students did not rate the didactic quality differently in the 2 conditions.

Speaker



Michaela Eßbach
Professor | Neu-Ulm University of Applied Sciences

Fast Training, Slow Learning: Accelerated Playback's Impact on Training Outcomes - (Session ID 669)

10:30 AM – 11:20 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 32

Authors: Cavanagh, T. M., Kiersch, C., & O'Brien, A. (2025). Fast Training, Slow Learning: Accelerated Playback's Impact on Training Outcomes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, USA.

Speeding up multimedia training materials can boost efficiency but may hinder learning. This study proposes and validates a model where faster playback reduces learning outcomes, partly due to increased cognitive load. The findings illustrate how playback speed impacts learning, informing decisions on efficiency–effectiveness tradeoffs in training design. The research also unexpectedly reveals a novel method to manipulate extraneous cognitive load. These insights help organizations optimize training strategies, balancing the need for efficiency with effective learning outcomes.

Speaker



Thomas Cavanagh

Training and AI, Oh My!: Exploring AI-Driven Innovations in Training Content Creation - (Session ID 896)

10:30 AM – 11:20 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 34

Authors: Steach, M. D. & Hsiao, J. J. (2024). Training and AI, Oh My!: Exploring AI-Driven Innovations in Training Content Creation [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This exploratory study investigates the role of AI in training content creation, with a focus on both writing and video. Research dives into various AI tools, including ChatGPT, Vyond Video Animation's Beta (Gen AI) version, and others, to identify patterns, potential applications, and challenges in integrating AI into training programs. By blending macro-ergonomics, psychology, and creativity, this paper offers practical insights for HR professionals, managers, and industrial-organizational psychologists aiming to leverage AI for content creation in a real-world context.

Speakers



James Hsiao
Personal Research Analyst I | City Of Los Angeles, Personnel Department



Melissa Steach, Ph.D.
Founder & Principal | Dr Steach LLC

Effective Trainer Behaviors: A Meta-Analysis for Optimal Training Outcomes - (Session ID 1014)

10:30 AM – 11:20 AM


TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 4

Authors: Tsai, H. -C., Bauer, K. N., *Neuman, A. J., *Young, E. E., Cavanaugh, K. J., †Ellington, J. K., †Olenick, J., †Surface, E. A. (April, 2025). Effective Trainer Behaviors: A Meta-Analysis for Optimal Training Outcomes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Organizations invest heavily in learning and development, yet the trainer's role in successful outcomes remains underexplored. This meta-analysis examines how trainer behaviors influence training effectiveness, focusing on Bauer et al.'s (2022) trainer competency model. The results show positive correlations between trainer behaviors and outcomes such as motivation and self-assessment of learning. The findings highlight the importance of considering trainer competencies when designing and delivering effective organizational training programs.

Speaker



Ho-Chun Tsai
Illinois Institute of Technology

Proposing a Human–Machine Teaming (HMT) Training Model - (Session ID 1334)

10:30 AM – 11:20 AM


TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 1

Authors: McLemore, P. B., Gallegos, E., Martin-Raugh, M. P., & Watts, L. L. (2025). Proposing a human-machine teaming (HMT) training model [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

As technology advances, human–machine teaming (HMT) becomes essential for improving safety, efficiency, and effectiveness across industries. This paper proposes a scalable 6-step training model grounded in military research, organized into 3 stages: foundation (building trust, role clarification), execution (adaptive decision making, situational awareness, stress management), and optimization (continuous improvement).

Speaker



Pete McLemore
PhD Student | UTA

Can AI Enhance VR Training? A Systematic Review of AI-VR Training Research. - (Session ID 1453)

10:30 AM – 11:20 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 10

Authors: DeFabiis, M., Askew, K., & Sessa, V. (2025). Can AI enhance VR training? A systematic review of AI-VR training research. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Virtual reality (VR) training programs are increasingly popular in business, with research showing their effectiveness over traditional methods (Howard & Gutworth, 2020; Ren et al., 2015). Recently, researchers have explored integrating AI into VR training. With rapid technological progress (Kurzweil, 2001) and the buzz around AI and VR (Dutt et al., 2020), quality research is crucial before moving to the next big advancement. This review analyzes best practices and preliminary findings in AI-VR research, revealing gaps and providing guidelines for future studies.

Speaker



Kevin Askew
Montclair State University

Estimating Training Transfer: How Good Are Single-Item Measures? - (Session ID 1540)

10:30 AM – 11:20 AM


TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 14

Authors: Lauzier, M., Schoeb, G., Annabi, D., Delobbe, A.-M. & Durand, F. (2025). Estimating training transfer: how good are single-item measures? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This paper presents the psychometric qualities of a single-item measure of training transfer. Conducted in 3 different training contexts, results suggest that the single-item measure converges with a multi-item measure of the same construct and present a comparable level of readability. Results also show that the single-item and multi-item measures do not differ statistically in their relationship to supervisor support. Taken together, these results recognize the potential and qualities of the single-item measure and offer a quick and effective way of estimating transfer of training.

Speaker



Martin Lauzier
Full Professor of Human Resource Management/Development | Universite du Quebec en Outaouais (UQO)

How Moral Feedback Fuels Affective Reactions in the Workplace - (Session ID 1626)

10:30 AM – 11:20 AM


TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 2


Authors: Tran, E., McLemore P., Watts L., Steele, L., Sahatjian Z. (2025). How moral feedback fuels affective reactions in the workplace [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examined the emotional responses to moral versus task feedback in a work context. Findings showed that moral feedback triggered stronger negative affect, lower positive affect, and reduced feedback acceptance, highlighting the challenges in delivering effective moral critiques in organizations.

Speakers



Pete McLemore
PhD Student | UTA



Ellie Tran
PhD Student | University of Texas at Arlington

Affective Impacts of Negative Task Versus Moral Feedback Among College Students - (Session ID 1642)

10:30 AM – 11:20 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 3

Authors: Tran, E., McLemore P., Steele, L., Sahatjian Z, Watts L. (2025).Affective impacts of negative task vs. moral feedback among college students [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study explores the emotional challenges students face when receiving negative moral feedback compared to task-related feedback in academic settings. Findings reveal that moral feedback triggers stronger negative emotions, which can hinder feedback acceptance and impede personal development. Understanding emotional responses to moral feedback is key to creating a positive and effective learning experience.

Speaker



Ellie Tran
PhD Student | University of Texas at Arlington

Power of NLP and LLMs: Turning I-O Research and Practice Into a Textual Adventure - (Session ID 1067)

10:30 AM – 11:20 AM | Location: 506

MEASUREMENT/STATISTICAL TECHNIQUES

Authors: Sijan, M. (Co-chair), Belwalkar, B. B. (Co-chair) & Mracek, D. (Discussant) (2025). Power of NLP and LLMs: Turning I-O Research and Practice into a Textual Adventure [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This symposium explores the transformative potential of natural language processing (NLP) and large language models (LLMs) in analyzing unstructured text data within organizational contexts. This session features 4 studies demonstrating how NLP and LLMs enhance understanding of employee attitudes, streamline qualitative analysis, facilitate peer networking at academic conferences, and reveal nuanced leadership behaviors. By leveraging advanced text analysis techniques, the aim is to foster deeper theoretical insights and practical applications for researchers and practitioners in I-O psychology.

Speakers



Bharati Belwalkar
Senior I/O Researcher | American Institutes for Research



Yasmine Elfeki
PhD Student | Virginia Tech



Derek Mracek



Md Allama Ikbal Sijan
PhD Student | Montclair State University

Machine Learning for I-O 7.0: Natural Language Processing in Research and Assessment - (Session ID 752)

10:30 AM – 11:20 AM | Location: 503/504

MEASUREMENT/STATISTICAL TECHNIQUES

Authors: Hickman, L. (Co-Chair), Liu, M. (Co-Chair). (2025). Machine Learning for I-O 7.0: Natural Language Processing in Research and Assessment [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Machine learning is increasingly being used in the world of work. This symposium presents and integrates 5 papers that leverage state-of-the-art natural language processing (NLP) techniques to advance organizational research and applications, ranging from understanding how methodological choices influence research results in automated interview, using large language models (LLMs) for psychometric analyses and test development, and to improve the accuracy and efficiency of mid-career hiring. Each paper uses NLP to generate novel insights or to advance our understanding of NLP methods.

Speakers



Emily Campion
Assistant Professor of Management & Entrepreneurship | University of Iowa



Louis Hickman
Assistant Professor | Virginia Tech



Joshua Liff
Director, Product Science | HireVue



Mengqiao Liu
Senior Research Scientist | Amazon



Siyi Liu
Virginia Tech



Andrew Samo
Research Scientist | RHR International



Brent Stevenor
NREMT

Impact of Political Affiliation on Work and Hiring Decisions - (Session ID 409)

10:30 AM – 11:20 AM | Location: 302/303

TESTING/ASSESSMENT

Authors: Affiliation on Work and Hiring Decisions[Symposium]. SIOP Annual Conference, Denver, CO, United States. Mönke,F.W., Reimann,L.-E., Moldenhauer,M., & Schäpers,P.(2025). With or without a rater error training: Political similarity-attraction persists in hiring decisions. Vesper,D., Schäpers,P., Mönke,F.W., Regh,T.S.D., & König,C.J.(2025). Effects of Extreme Party Affiliations on Hireability Wall,L.J. & Zickar,M.J.(2025). Investigating Effects of Harassment on Intentions to Run Again, Burnout, and Job Satisfaction for School Board Members.

Political discussions in the workplace, political similarity during selection processes, training on this similarity, or having held political positions, are just a few examples of how politics affects the workplace. This symposium examines the effects of politics in the workplace during selection processes by introducing rater error training specifically targeting political similarity bias and showing that candidates affiliated with more extreme parties are rated as less employable. It also describes the experience of harassment in political office using the example of school board members.

Speakers



Franz Wilhelm Mönke
Research Associate / PhD Student | University of Münster



Christopher Rosen



Denise Vesper
Postdoctoral researcher | Saarland University



Lucas Wall
Talent Management Intern | Jabil

Understanding Specific Cognitive Abilities and Performance: New Models and Methods - (Session ID 802)

10:30 AM – 11:20 AM | Location: 705/707

TESTING/ASSESSMENT

Authors: Wu, F. Y. (Co-Chair), & Kell, H. J. (Co-Chair) (2025). Understanding Specific Cognitive Abilities and Performance: New Models and Methods [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Many calls have been made to focus on specific cognitive abilities, but newer methodologies and technologies should be considered alongside this renewed focus. This session provides novel insights in applying new statistical techniques (i.e., network and Bayesian analyses) and newer eye-tracking technology to understand specific cognitive abilities and performance. Authors show the importance of generating insights on specific cognitive abilities by grounding the study of them with novel models and methods.

Speakers



Anoop Javalagi
Research Scientist | HumRRO



Charles Scherbaum
Professor of IO Psychology | Baruch College & The Graduate Center, CUNY



Mike Shea
Consultant | APTMetrics



Felix Wu
Research Scientist | HumRRO

Invited: COI - Beyond One-Size-Fits-All: Well-being Through a Diversity and Intersectionality Lens (Session ID 1707)

10:30 AM – 11:20 AM | Location: 304

INCLUSION/DIVERSITY

Authors: Daus, C. (Co-facilitator), Ahmad, A. (Co-facilitator), & Brown, S. G. (2025). Beyond one-size-fits-all: Well-being Through a diversity and intersectionality lens [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session aims to critically examine the landscape of well-being interventions, highlighting a gap in integrating *intersectionality*. While many programs seek to promote holistic well-being, they often overlook diverse identities and experiences that influence individuals' well-being. By focusing on the 8 pillars of well-being—emotional, social, spiritual, occupational, physical, intellectual, financial, and environmental—this session will explore the challenges and potential solutions of an intersectional approach to enhance the effectiveness and inclusivity of well-being initiatives.

Speakers



Shanique Brown
Assistant Professor | Baruch College, CUNY



Catherine Daus
Southern Illinois University, Edwardsville



Afra Ahmad
MPS Program Director in Applied Industrial and Organizational Psychology | George Mason University

Partner Showcase: Valence - VML's AI-Powered Leadership Development at Scale

10:30 AM – 11:20 AM | Location: 301

SPONSORED

Discover how global creative powerhouse VML leverages AI coaching to deliver personalized, on-demand leadership growth at scale. Join VML's senior talent leaders, Austin and Vidhi, as they reveal how Nadia, Valence's AI coach, revolutionizes talent development across 24,000 employees worldwide. Learn how they:

- Integrated AI coaching into their award-winning THRIVE platform
- Developed innovative use-case applications for client-facing teams
- Drive adoption through grassroots campaigns and global events

Speakers



Austin Smith
Global Head of Talent & Org Effectiveness | VML @ WPP



Vidhi Thakker
Global Director, Talent and Organizational Effectiveness | VML

Midday Break - Concession Lunches in Exhibit Hall

11:30 AM – 1:00 PM

BREAKFAST, LUNCH & BREAKS

We will attempt to accommodate the major dietary preferences such as gluten free, dairy free, nut free and vegetarian on all buffets. However, please read the food labels and/or ask the banquet staff if you have any questions.

Informal Networking Lunch to Discuss Impact of U.S. Policy Changes on I-O (BYOB Lunch)

11:30 AM – 12:20 PM | Location: 401/402

Bring your lunch and find a table with other SIOP attendees for informal sharing and discussion about the impact of U.S. Policy Changes on the practice and field of I-O psychology.

Invited: COI - Cultivating Positive Organizations - (Session ID 1677)

1:00 PM – 1:50 PM | Location: 708/710/712

GROUPS/TEAMS

Sawyer, K. B. (Co-facilitator), Dhanani, L. Y. (Co-facilitator), & Brown, S. G. (2025). Cultivating positive organizations [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Interest in positive organizational scholarship (POS) has grown as awareness of the importance of positive workplace practices increases. During this community of interest session, attendees will participate in a "positive ideathon." In small groups, attendees will generate ideas for solving common organizational problems using POS principles. Attendees will form new groups to create novel ideas for POS research, practice, teaching, or advocacy. The session will end with a call to action for participants to collaborate on projects stemming from these ideas.

Speakers



Shanique Brown

Assistant Professor | Baruch College, CUNY



Katina Sawyer

Associate Professor of Management and Organizations | University of Arizona

I-O Goes Global: Promoting International Perspectives in Research and Practice. - (Session ID 1077)

1:00 PM – 1:50 PM | Location: 709/711

GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES

Authors: Moledano-Jurado, M. (Co-Chair), Robertson, M. M. (Co-Chair), Kong, W. (Panelist), Lehmann-Willenbrock, N. (Panelist), Ruiz de Huydubro, G. (Panelist), & Tay, L. (Panelist) (2025). I-O goes global: Promoting international perspectives in research and practice [Alternative session]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This alternative session will bring together a diverse panel of international I-O practitioners and academics to discuss how I-Os can promote the inclusion of international perspectives in the field. After a panel discussion, the panelists will engage in informal and personalized discussion with audience members in breakout groups. This session aims to promote inclusion, belonging, and connection among international SIOP members and allies and will be followed by an informal meet-up at the conference.

Speakers



Wenmo Kong

People Research Scientist | Meta



Dr. Nale Lehmann-Willenbrock

Vice Dean, Faculty of Psychology and Human Movement Science | University of Hamburg



Melissa Robertson

Assistant Professor | University of Georgia



Gema Ruiz de Huydubro

Manager, IO Psychology Assessment Delivery | HireVue



Louis Tay

Professor | Purdue University



Marta Moledano Jurado

Graduate Student | University of Georgia

Agents at Work: I-O Psychology's Role in Shaping Effective Human-AI Collaboration - (Session ID 582)

1:00 PM – 1:50 PM | Location: 501/502

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Pearce, M., Garcia Marquez, C., Ostrowski, B., Aqwa, J., Evans, M., Herbert, C., & Haydon, R. (2025). Agents at Work: I-O Psychology's Role in Shaping Effective Human-AI Collaboration [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

As AI agents become integrated into the employee experience, experts in human behavior at work can contribute unique value by influencing the design of these products as well as the organizational ecosystems around them. This IGNITE! panel explores how experts are applying principles and findings from organizational science to create AI agents that support employee experience, productivity, and success at scale. Panelists will share their experiences researching and designing AI agents, launching them into the world of work "alongside" employees, and optimizing their impact. Attendees will gain insights into current-state best practices as well as avenues for future research and innovation.

Speakers



Justin Aqwa

Head of People Research and Insights | Stripe



Matt Evans

Head of Employee Experience (EX) Product Science at Qualtrics | Qualtrics



Reese Haydon

Director, Executive Talent Management | Salesforce



Cecelia Herbert

Principal, XM Institute | Qualtrics



Ben Ostrowski

Lead Behavioral Scientist | Atlassian



Marina Pearce

Senior Director, People Strategy & Analytics | Salesforce



Caribay Garcia Marquez

Principal Manager, People Science Product & Thought Leadership | Microsoft Viva

Towards Sustainable Career Management: Strategies for Inspiring, Engaging, and Retain - (Session ID 278)

1:00 PM – 1:50 PM | Location: 207

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: Lane, A. & Gorbato, S. (2025). Towards Sustainable Career Management: Strategies for Inspiring, Engaging, and Retaining Talent [Workshop]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Are you missing out on top talent? Struggling to develop future leaders? This session uncovers sustainable talent management secrets for today's challenges. Based on Move Up or Move On: 10 Secrets to Develop Your Career (Lane & Gorbato, 2024), authors show how career management improves employee experience and organizational outcomes. Participants explore the nexus between individual aspirations and market realities, assessing an organization's ability to foster growth and opportunity. Additionally, they gain deep personal insight, equipping them to manage their own careers better.

Speakers



Sergey Gorbato

Adjunct Professor | IE Business School



Angela Lane

Adjunct Professor | IE University

Upskilling I-O Psychologists: Developing LLM Apps Using LangChain, Vector DBs, and RAG - (Session ID 1357)

1:00 PM – 1:50 PM | Location: 503/504


JUDGMENT/DECISION MAKING

Authors: Hundley, N. (2024). Upskilling IO psychologists: Developing LLM apps using LangChain, vector DBs, and RAG [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This master tutorial will guide I-O psychologists through developing large language model (LLM) applications using LangChain, vector

databases, embeddings, and retrieval-augmented generation (RAG). Participants will gain hands-on experience building AI-driven solutions for workplace applications. Upskilling with these tools enables I-O professionals to deliver more nuanced, data-driven recommendations, making them indispensable in today's AI-enhanced organizational environments.

Speaker



Nathan Hundley
Lead Talent Scientist | CodeSignal

I-O in the Wild: 25 Years Surviving and Thriving Across Diverse Professional Frontiers - (Session ID 918)


1:00 PM – 1:50 PM | Location: 607

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT


Authors: Starke, M.L. (Co-Chair), Roberts, L. L. (Co-Chair), Geva, A.G., Foster, J.L. (2025). I-O in the Wild: 25 Years of Surviving and Thriving Across Diverse Professional Frontiers (Panel). Society for Industrial and Organizational Psychology, Annual Conference, Denver, CO, United States.

This session highlights implications of career choices of 4 I-O classmates who began graduate school 25 years ago and have since applied their expertise in very diverse environments, including internal/external talent consulting in organizations of different sizes/industries, academia, and HR operational leadership. Panelists will share personal and professional tradeoffs associated with real-world application of I-O in various settings. To tailor the discussion and engage the audience in dialogue, presenters will leverage real-time online polling questions and a facilitated Q&A.


Speakers




Jeff Foster
Assistant Professor | Missouri State University




Amit Geva
VP Head of HR TAPI | Teva



David Mayfield
Korn Ferry



Lisa Roberts



Mary Starke
Sr. Partner | Korn Ferry

AI in Employee Selection Update II: State, Federal, and Litigation Updates - (Session ID 458)


1:00 PM – 1:50 PM | Location: 507

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR


Authors: Timko, B. (Chair), Schmidt, D., Ray, N., Miller, C., Sethupathy, G., & Haimann, C. (2025). AI in Employee Selection Update II: State, Federal, and Litigation Updates [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Of the nearly 1 in 4 organizations that use automation and/or AI in HR, over 2/3 use AI in recruitment and hiring. Concerns about privacy, transparency, and explainability continue to trigger new regulations. This session will cover various state, local, and federal regulations, as well as recent case law on AI in selection. This is the second iteration of last year's AI legal update session. Attendees will leave with a thorough understanding of the legal landscape, with a focus on updates that have occurred between the SIOP 2024 and 2025 conferences.


Speakers




Cliff Haimann
Attorney | Morgan, Lewis & Bockius LLP




Niloy Ray
Shareholder | Littler



Guru Sethupathy
Founder & CEO | FairNow



Eric Dunleavy
Vice President - Employment and Litigation Services | DCI Consulting Group, Inc.



Jone Papinchock
Director Litigation Services | DCI Consulting Group Inc

Bridging Theory and Practice: Academics and Practitioners on Promoting Neurodiversity - (Session ID 743)


1:00 PM – 1:50 PM | Location: 407

INCLUSION/DIVERSITY


Authors: Nguy?n, M. N., Cox, C. B. (Chair), Hebl,?? R. M., Bruyère, M. B., Silver R. E., Willis, C., & Gutierrez, S. (2025). Bridging Theory and Practice: Academics and Practitioners on Promoting Neurodiversity [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session will deliver empirically based advice and insights on recruiting and supporting neurodivergent talent within the evolving workplace. The panel's key topics include an understanding of neurodiversity, including definitions and associated conditions. The discussion will address inclusive hiring practices, supportive culture, ethical considerations, and advice from academics and practitioners. Additionally, there will be questions on perspectives and recommendations from academic literature and experienced practitioners within the field for evidence-based methodologies.


Speakers




Susanne Bruyere
Director, K. Lisa Yang and Hock E. Tan Institute on Employment and Disability | Cornell University




Dr. Cody B. Cox
St. Mary's University




Sara Gutierrez
Chief Science Officer | SHL



Michelle (Mikki) Hebl
Professor | Rice University



Michelle Nguyen
Student | University of Texas At San Antonio



Colin Willis
Manager, IO Psychology Science | HireVue

Beyond the Norm: Navigating Intersectionality for BIPOC Neurodivergent Employees - (Session ID 1610)





1:00 PM – 1:50 PM | Location: 405/406

INCLUSION/DIVERSITY

Authors: Nelson, J. (chair), (2024). Beyond the Norm: Navigating Intersectionality for BIPOC Neurodivergent Employees. [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session aims to explore the unique challenges faced by Black, Indigenous, and people of color (BIPOC) neurodivergent professionals in navigating the work environment. By focusing on the intersection of race and neurodiversity, it will delve into various challenges that are further complicated by racial biases, stereotypes, and systemic inequalities. Through shared experiences and scholarly insights, the panel will offer strategies for organizations, I-O psychologists, and human capital practitioners to champion resilience, authenticity, and a sense of belonging in the workplace.

Speakers

- **Anel A.**
University of Nebraska Omaha
- **Kevin John**
Program Manager, Career Services | Icahn School of Medicine
- **Asheli Mann-Lofthouse**
President and CEO | Cultural Outreach and Racial Equity (CORE) Collective
- **Juliette (Dr. Nelson) Nelson**
CEO & Principal Coach/Consultant | JUNURI

Reinvigorating Job Analysis for the Modern Workforce: Impacts of AI and Other Trends - (Session ID 259)








1:00 PM – 1:50 PM | Location: 506

TESTING/ASSESSMENT

Authors: Smith, K.M.(Co-Chair), Rolwes, P. (Co-Chair), Crook, A.E., Labrador, J. R., Dalal, D., Labrador, J. R., Seybert, J., & Williams, B.C. (2025). Reinvigorating Job Analysis for the Modern Workforce: Impacts of AI and the Other Trends [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This panel will focus on the need for new research and methodologies in job analysis to address the evolving demands of the modern workforce. The discussion will explore gaps in the current literature and between science and practice, propose new research areas, discuss the use of AI in job analysis, and suggest innovative methodologies and uses that can enhance the effectiveness of job analysis.

Speakers

- **Dr. Amy E. Crook**
Associate Professor of Management | Belmont University
- **Dev Dalal**
Associate Professor | University at Albany, SUNY
- **Jeffrey Labrador**
Director of Talent Solutions | Humancore
- **Patrick Rolwes**
CodeSignal Inc.
- **Jacob Seybert**
Manager, People Science | Roblox
- **Katrisha Smith**
Doctoral Researcher | The University of Texas at Arlington
- **Belinda Williams**

Workplace Design and Experience: The Formula for Thriving - (Session ID 1541)





1:00 PM – 1:50 PM | Location: 603

JOB ATTITUDES/ENGAGEMENT

Authors: Garry, A. (Co-Chair), Wang, A. (Co-Chair), Christensen, M., Cunningham, C. J. L., Gray, W. A., Levitt, S., Squires, B., Wetherell, M. L. (2025). Integrating Wellness into Workplace Design: The Future of Human-Centered Spaces [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This panel will explore the intersection of health and employee performance, drawing from both innovative research and practical insights. The panel will focus on how workplace design, well-being programs and policies, and physical environments impact human health, engagement, and productivity in the workplace. Attendees will gain actionable strategies for implementing designs to create healthier, more effective work environments.

Speakers

- **Christopher Cunningham**
Professor / Chief Science Officer | University of Tennessee at Chattanooga / Logi-Serve
- **Andrea Garry**
Human Capital Manager | Deloitte Consulting
- **Monica Larsen Wetherell**
Workplace Experience & Design Leader | Deloitte
- **Alice Wang**
Senior Manager, Workplace Strategy & DU Expansion Experience Leader | Deloitte

The Business Scientist: I-O as a Superpower in Organizational Leadership - (Session ID 1284)



1:00 PM – 1:50 PM | Location: 401/402

LEADERSHIP

Authors: Garza, M. (Co-Chair), Brodbeck, C.M. (Co-Chair), Mueller-Hanson, R., Roberts, A., & Yousufzai, A. (2025). The Business Scientist: I-O as a Superpower in Organizational Leadership [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This panel invites I-O psychologists to embrace their potential as influential business leaders, not just within human resources but across all organizational functions. With expertise in human behavior and data-driven decision making, I-O professionals are uniquely positioned to drive strategic success across the entire organization. Panelists will share insights on how to overcome misconceptions and self-imposed limitations to lead confidently in a variety of business roles.

Speakers

- **Christie Brodbeck**
VP Science Services | HireVue
- **Maya Garza**
VP, Talent and Leadership Consulting | TSP, a Syneos Health Company



Rose Mueller-Hanson

Associate Director/CFO | Community Interface Services



Ashley Yousufzai

Manager, Employee & Leader Development | ITC Holdings

Protecting Healthcare Worker Well-being: Generalizable Evidence From Experts - (Session ID 729)

1:00 PM – 1:50 PM | Location: 203

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Slack, K. J. (Chair), Hysong, S. J., Keeton, K. E., & Salomon, L. M., & Schmidt, L. L. (2025). Protecting healthcare worker well-being: Evidence from scientist-practitioners [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This panel discussion focuses on sharing evidence-based strategies from 4 U.S. hospital systems to protect healthcare worker well-being. These methods, although tailored for healthcare, are broadly applicable across industries. Given that 61% of U.S. workers report mental health symptoms, and burnout is an US Surgeon General declared epidemic in healthcare, the discussion emphasizes systemic changes that can improve worker health and reduce burnout. The programs highlighted offer models for enhancing workplace culture and support systems.

Speakers



Sylvia Hysong

Senior Research Health Scientist | Michael E. DeBakey VA Medical Center



Kathryn Keeton

Vice President and Chief of Staff | UT Health San Antonio



Lauren Salomon

Ombudsman | Harris Health



Lacey Schmidt

Professor, Department of Pediatrics/ Vice Chair of Team Development | Baylor College of Medicine/ Texas Children's Hospital



Kelley Slack

Baylor College of Medicine / Texas Children's Hospital

When Degrees Collide: Managing Conflicting Opinions of Phds Versus MBAs in Organizations - (Session ID 253)

1:00 PM – 1:50 PM | Location: 403/404

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Hunt, S.T., Morrissey, W., Stevenson, M., Sonderling, K., & Walvoord, A. (2025). When Degrees Collide: managing conflicting opinions of MBAs vs. PhDs within organizations. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

I-O psychologists with experience in executive positions in Fortune 1000 companies discuss staying true to scientific principles in competitive operational environments. They share strategies for managing conflict between company practices and empirically supported psychological theories when working with MBAs, C-level execs, and functional experts (e.g., engineers, lawyers). The session includes input from an EEOC commissioner on increasing the influence of psychology in leadership decisions. Attendees will gain tips for applying psychology when faced with conflicting business leader opinions.

Speakers



Steven Hunt

Founder | i3 Talent LLC



Bill Morrissey

Technical Product Leader, GenAI People Products | Amazon



Maura Stevenson

Chief Human Resources Officer | MedVet



Dr. Ashley A. Walvoord

Chief Learning Officer | Verizon

Getting Crafty With Mixed Method Research: Creative Solutions to Common Challenges - (Session ID 1520)

1:00 PM – 1:50 PM | Location: 601

MEASUREMENT/STATISTICAL TECHNIQUES

Authors: Hsia, S. (Co-Chair), Leon, A. (Co-Chair), Pelosi, E., Omansky, R. (2024). Getting Crafty with Mixed Method Research: Creative solutions to common challenges [PANEL]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Quantitative methods tend to be favored in industrial-organizational (I-O) psychology for its structured data collection. Qualitative methods allow a level of open inquiry where characteristics of a phenomena emerge from people describing their own experiences. Ultimately, multimethod research provides a balance of emergent and structured inquiry. This panel highlights the presenters' experience using mixed methods to build a native leader model, developing tools to support managers onboarding new hires, and developing a performance management system.

Speakers



Serena Hsia

Sr. Director Talent Solutions | ADP



Angelica Leon

Senior Talent Insights Consultant | ADP



Rachel Omansky

Director, BD & Analytics Research | ADP



Emily Pelosi

Research Manager | Apple

From Data to Decisions: Demonstrating ROI Through Impact Evaluation - (Session ID 571)

1:00 PM – 1:50 PM | Location: 302/303

TESTING/ASSESSMENT

Authors: Agnello, P., Bauer, J., Besl, A. (Chair), Gibson, C., Miller, D., Stage, V. (2025). Impact Evaluation in Practice: How to Demonstrate ROI to Leaders [Panel Session]? Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session provides practitioners with new strategies to demonstrate impact to stakeholders. The panelists will share their experiences in navigating the challenges I-Os face when it comes to demonstrating ROI. This includes navigating stakeholder expectations, dealing with data access constraints and time to observe outcomes of interest, and approaches for communicating findings across a wide variety of customers and interventions. Highlighted interventions range from candidate interview prep to implementing new selection tools and processes to coaching and leadership succession.

Speakers



Paul Agnello

Analytics - North America | Aon



Allison Besl

Sr. Research Scientist | Amazon



Carter Gibson



Daniel Miller

Solution Architect | SHL



Victoria Stage

Manager, Assessments & Coaching | Chevron



Ms. Laura N. Johnson

Senior Research Scientist - Global Hiring Science | Amazon

Skills-Based Organizations: Is the Juice Worth the Squeeze? - (Session ID 956)

1:00 PM – 1:50 PM | Location: 205

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Gibbard, K. (Chair), River, B. Griggs, T., Sestrap, N., & Markofsky, Z. (2025). Skills-Based Organizations: Is the Juice worth the Squeeze? [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Using skills in talent practices is nothing new, but skills-based practices remain a dominant HR trend whose popularity cannot be ignored. In this session, organizational leaders will unpack the current state of skills practices in organizations, including what's working well and what untapped potential remains for the expansion of skills-based practices. Questions such as when and how to best use skills-based practices will be explored. The team's recent research on skills-based organizations (N = 2,269 employees, N = 49 HR leaders), including a 4-state framework, will be shared.

Speakers



Katherine Gibbard

Research Scientist | SAP SuccessFactors



Tracy Griggs

Winthrop University



Zachary Markofsky

Université de Montréal



Beau River

Founder + Managing Partner | Leadership Delta Partners

The Science and Practice Gap: Breaking the Cycle Through Pedagogy - (Session ID 854)

1:00 PM – 1:50 PM | Location: 201

TEACHING I-O PSYCHOLOGY/STUDENT AFFILIATE ISSUES/PROFESSIONAL DEVELOPMENT

Authors: Tran, N.M. (Co-Chair), Bardwell, T.A. (Co-Chair), Bynum, B., Davenport, M.K., Hess, K., Johnson, D., Narayan, N., Samipour-Biel, S.P., & Thomas, K.M. (2025). The Science and Practice Gap: Breaking the Cycle Through Pedagogy [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States

The panel discussion is intended to benefit early-career faculty and graduate students. Addressing the science–practice gap is not only about building bridges but also about breaking cycles. Faculty with research-focused backgrounds may lack the pedagogical tools needed to prepare applied-track students for the future. Panelists will include a mix of academics, administrators, and practitioners who will provide unique insights on how to incorporate real-world applications in graduate curriculum design, as well as innovative teaching strategies to address applied challenges and trends.

Speakers



Tarya Bardwell

Assistant Professor of Psychology | Salem State University



Beth Bynum

HumRRO



Meghan Davenport

Assistant Professor of Psychological and Organizational Science | University of North Carolina at Charlotte



Kathleen Hess

Program Coordinator MSIO | Salem State University



C Douglas Johnson

Wake Forest University



Anupama Narayan

Associate Professor of Psychology | University of Tulsa



Sabina Samipour-Biel



Kecia Thomas

Dean | Private



Mia Tran

Associate Professor of IO Psychology | Salem State University

Taming the Wild West: Creating and Maintaining Structured Interview Programs - (Session ID 645)

1:00 PM – 1:50 PM | Location: 605

TESTING/ASSESSMENT

Authors: Parr, A. (Chair), Barden, K., Hogan, C., Labat, L., Petor, J., Valentine, A., & Walter, C. Taming the Wild West: Creating and maintaining structured interview programs. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Recent research reinforced the value of structured interviewing in regard to effectiveness and fairness, compared to other selection tools. However, structured interviewing can be difficult to implement company wide due to many reasons. In this session, expert panelists will share their direct experiences on how they have introduced and created sustainable structured interview programs. They will comment about steps they took to get buy-in, how they addressed pushback, how they scaled implementation/training, and what continuous improvement efforts they put into place, among other things.

Speakers



Kira L. Barden

Director of People Analytics and Research | Intuitive



Lauren LaBat
Manager, Assessment | Lowe's Companies, Inc



Alissa Parr
Director, Talent Solutions | Talogy



Jessica Petor
Consultant | Walmart



Andrea Valentine
HR Business Partner | Merck



Cassandra Walter
Senior Consultant | Talogy



Daniel Kuyumcu
People Analyst | Google

Poster Sessions: Occupational Health/Safety/Stress and Strain

1:00 PM – 1:50 PM | Location: Mile High Ballroom

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

The Critical Role of LMX Between Leader Humor and Employee Emotional Exhaustion - (Session ID 181)

1:00 PM – 1:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 17

Authors: Qi, Y., & Xing, L. (2025). The Critical Role of LMX between Leader Humor and Employee Emotional Exhaustion [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, Colorado, United States.

Whereas previous research suggests that affiliative humor is constructive and aggressive humor is destructive, this assumption needs reevaluation, as employees may interpret leader humor differently based on relational context. This paper explores how LMX moderates the effects of leader humor types on employee emotional exhaustion. By integrating cognitive dissonance theory and organizational authenticity, authors conducted 3 studies and found that when LMX was low (high), leader affiliative (aggressive) humor led to more employee emotional exhaustion through decreased authentic living.

Speaker



Yan Qi
University of Science and Technology of China

Nurses Performing End-of-Life Care: Examining the Demands and Supports Needed - (Session ID 184)

1:00 PM – 1:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 18

Authors: Campbell, M. J., Allen, J. A., Laker, B., & Laker, C. S. (2024). Nurses Performing End-of-Life Care: Examining the Demands and Supports Needed [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This qualitative study explores the demands and supports for nurses providing end-of-life (EOL) care, with a special focus on spiritual distress. Through thematic analysis of interviews with EOL nurses, the research identifies challenges such as time constraints, multidimensional pain, and care demands specific to EOL. Common resources include personal experience, expert consultation, and intuition. Using the Job demands-resources (JD-R) model, the study offers recommendations for improving nurse training and support systems to enhance care for patients' spiritual needs.

Speaker



Michael Campbell
Development Architect & Director of Talent Development | Workday

Attributing Incivility to Age: Threat, Subjective Age, and Age Group Identification - (Session ID 345)

1:00 PM – 1:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 19

Authors: Nobles, M., Vitti, T., Jones, S. W., & Baker, C. L. (2024). Attributing Incivility to Age: Exploring the Effects on Threat, Subjective Age, and Age Group Identification [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Incivility has increased in prevalence, especially that which is experienced by minority groups. This study extends past research by finding that older workers are likely to attribute incivility experiences to their age, whereas younger workers were more likely to attribute incivility to their age only when they held negative age metastereotypes. This subsequently resulted in intensified feelings of threat for younger workers. Furthermore, those who felt threatened reported feeling subjectively older but did not report changes in their age group identification.

Speaker



Matthew Nobles
Occupational Health Psychology Ph.D. Student | East Carolina University

Leading With Wellness: Impact on Burnout and Leave Decisions - (Session ID 366)

1:00 PM – 1:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 20

Authors: Kurtz, A. & Bowler, M. C. & Schoemann, A. M. & Bowler, J. L. (2024). Leading with wellness: Impact on burnout and leave decisions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Through a cross-sectional survey design, employee health, benefits, and interactions with a leadership style (health promoting leadership [HPL]) are explored. Results indicate that burnout has a significant negative relationship with willingness to take vacation leave indicating employees are less likely to take advantage of this type of leave while experiencing burnout. HPL displayed a direct relationship with willingness to take vacation, sick, and FMLA leave and a negative relationship with burnout, supporting the positive influence of this type of leadership. Recommendations are discussed.

Speaker



Ashlyn Kurtz
East Carolina University

Serious Leisure Activities' Role in Psychological Detachment From Work - (Session ID 378)

1:00 PM – 1:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 21

Authors: Christodoulou, C. Z. & Laguerre, R. (2025). Serious leisure activities' role in psychological detachment from work [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Serious leisure activities play a role in career sustainability by supporting workers' resource attainment and recovery. There is little empirical evidence for the mechanisms guiding the relationship between serious leisure activities and important work-related outcomes. Therefore, the aim of this study is to evaluate the drivers of the relationship between serious leisure activities and workforce longevity-related outcomes. Grounded in the JD-R model, authors explore the role of rumination, detachment and personal resources as explanatory mechanisms for the benefits of serious leisure.

Speaker



Christina Christodoulou
Graduate Assistant | Montclair State University

Occupational Health or Illness Psychology: Analyzing an Emerging Field - (Session ID 407)

1:00 PM – 1:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 22

Authors: Hsu, C., Bajwa, N., & Ng, V. (2025). Occupational Health or Illness Psychology: Analyzing an Emerging Field. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Occupational health psychology has 2 primary objectives: (a) promoting occupational well-being and (b) reducing workplace ill-being. However, review articles suggest that OHP research disproportionately focuses on alleviating employee pathology, often neglecting the role of enhancing employee health. To address this imbalance, this study utilizes meta-analysis to examine the field's emphasis on mitigating negative outcomes rather than fostering positive health indicators.

Speaker



Chia-hao Hsu
PHD Student | University of Houston

Profiles of Teleworkers' Boundary Tactics and Their Relationship With Recovery - (Session ID 478)

1:00 PM – 1:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 1

Authors: Pohlner, M., Haun, V. C., Seibel, S. (2025). Profiles of Teleworkers' Boundary Tactics and Their Relationship with Recovery. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors conducted a study with 2 measurement points 4 weeks apart to investigate teleworkers' boundary tactics and their relationship with recovery using a person-centered approach. Using latent profile analyses, 4 quantitatively and qualitatively different boundary tactic profiles emerged at Time 1 (n T1 = 452). Segmentation preference and segmentation norms as antecedents differentially predicted profile membership. Further, unique differences were found between the 4 boundary tactic profiles and recovery indicators 4 weeks later (n T2 = 319).

Speaker



Mona Pohlner
Julius-Maximilians-Universität Würzburg, Germany

Effects of Physical Activity on Meeting Outcomes - (Session ID 638)

1:00 PM – 1:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 23

Authors: Cox, C.B., MSOH, Allen, J.A., PhD, Thiese, M.S., PhD & Joy, T. (2024). Effects of Physical Activity on Meeting Outcomes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study uses the job demands-resources model to investigate how physical activity outside of meetings may relate to meeting outcomes, such as satisfaction, effectiveness, and recovery time. Physical activity is not related to meeting effectiveness, but it is statistically related to meeting recovery and meeting satisfaction. These relationships appear to be moderated by the well-being factors of depression, anxiety, and burnout. Meeting science researchers should look to other resources that may be used to improve meeting experiences and meeting outcomes for employees.

Speaker



Chapman Cox
Univeristy Of Utah

Smartphone Reduction Improves Ability to Deal With Distractive Thoughts - (Session ID 704)

1:00 PM – 1:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 24

Authors: Göbel, K. (2025). Smartphone reduction improves ability to deal with distractive thoughts [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines the effect of reducing smartphone usage on cognitive self-control. An experimental group (n = 104), instructed to reduce smartphone screentime for 1 week, was compared to a control group (n = 111) maintaining smartphone usage habits. Results show a significant increase in the ability to deal with mental distractions in the experimental group compared to the control group. The finding provides evidence for immediate cognitive benefits of smartphone screentime reduction, highlighting the importance of actively managing digital distractions in modern work environments.

Speaker



Kyra Goebel
Wissenschaftliche Mitarbeiterin | FAU Erlangen-Nürnberg

Ageism in Healthcare: Physiological, Psychological, and Behavioral Impacts - (Session ID 721)

1:00 PM – 1:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 25

Authors: Ng, L. C., Kim, H., Hebl, M., King, E., & Fagundes, C. (2024). Ageism in healthcare: Physiological, psychological, and behavioral impacts [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines the effects of subtle discrimination on the experiences of older adults in healthcare-related interactions. Through scripted experimental interactions between a researcher and participant (65+ years of age), it was found that subtle discrimination resulted in substandard physiological (i.e., lower HRV), psychological (i.e., reduced trust), and behavioral (i.e., avoidance of future healthcare providers) outcomes for participants.

Speaker

Linnea Ng
Davidson College

Morale Aging at Work: Effects on Workplace Attitudes and Behaviors - (Session ID 754)

1:00 PM – 1:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 26

Authors: Truxillo, D. M., Cadiz, D. M., Brady, G., Yaldiz, L., Heraty, N., & Rouine, E. (2025). Morale aging at work: Effects on workplace attitudes and behaviors. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors examined the time-lagged effects of the morale aging at work scale (MAWS) on attitudes and behavior in an over-40 sample. Result showed that T1 MAWS predicted T2 job satisfaction and OCB-I beyond existing measures (self-perceptions, age, finances, health). Implications of MAWS for successful aging at work are discussed.

Speaker

Donald Truxillo
Professor | Kemmy Business School, University of Limerick

Validating Measures of Stressor Voice Barriers and Behaviors in Nurses - (Session ID 765)

1:00 PM – 1:50 PM


OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 27

Authors: Tedone, A. M., Lanz, J. J., Broadwell, L., Fumari, G., & Valesse, K. (2024). Validating measures of stressor voice barriers and behaviors in nurses [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This project aimed to create measures for stressor voice behaviors and barriers among nurses across 4 studies. Stressor voice behaviors are actions that foster change-oriented communication about workplace factors that elicit a stress response. Authors identified barriers to this at the individual, team, and organizational levels. They developed and piloted items to refine the measures. After validation, they confirmed the factor structures. Practitioners can use this to identify challenges in the nursing workplace and reduce barriers that prevent nurses from speaking up about workplace stress.

Speaker

Archana Tedone
Assistant Professor | Fairfield University

Better Breaks: Comparing Lunch Break Recovery Between Telework and On-Site Workdays - (Session ID 773)

1:00 PM – 1:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 2

Authors: Sinner, J., Seibel, S., & Haun, V. C. (2024). Better Breaks: Comparing Lunch Break Recovery between Telework and On-site Workdays [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Recovery breaks during the workday are essential for employee performance and health, especially lunch breaks as longest breaks. Two daily diary studies investigated whether employees' daily lunch break activities differ between teleworking and on-site days and whether these differences affect recovery after break via recovery experiences. Telework days were related to more private, relaxing, and less social break activities. Detachment mediated the positive relationship between telework days and energy. Telework days support well-being through altered break activities and detachment.

Speaker

Jan Sinner
Research Associate | Julius-Maximilians-Universität Würzburg

Coop or Coup: The Impact of Social Factors on Work Outcomes in Nursing - (Session ID 777)

1:00 PM – 1:50 PM


OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 28

Authors: Polavarapu, A., Horan, K., McAbee, S.T., & O'Brien, W.H. (2025). Coop or Coup: The Impact of Social Factors on Work Outcomes in Nursing [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study explores the impact of social factors—incivility, interpersonal conflict, and perceived organizational support (POS)—on work outcomes of frustration, burnout, withdrawal, and affective commitment among nurses. Results show that interpersonal conflict significantly correlates with increased frustration and burnout, whereas POS is linked to reduced frustration and burnout, along with higher affective commitment. These findings emphasize the importance of supportive work environments, highlighting how organizational support can enhance the experiences of nurses and nurse aides.

Speaker

Aarti Polavarapu
PhD Candidate | Bowling Green State University

CANCELLED: Nurses' Experiences of Violence and Incivility: An Occupational Health Perspective - (Session ID 778)

1:00 PM – 1:50 PM

CANCELLED SESSION

Poster Board # 29

Authors: Sedghi, Z., Graham, B. A., & Sinclair, R. R. (2025). Nurses' Experiences of Violence and Incivility: An Occupational Health Perspective. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study investigates the prolonged effects of workplace violence and incivility on nurses' depression, life satisfaction, organizational commitment, and job search behavior. Using regression and relative weights analysis, authors explore the relative importance of multiple sources of interpersonal conflict, including patient violence and incivility from physicians, patients, coworkers, and managers. Findings suggest that compared to incivility from other employees, nurses may be more tolerant of patient incivility. Implications for nurses' occupational health and well-being are discussed.

Promoting Workplace Safety by Changing Unsafe Behaviors - (Session ID 790)

1:00 PM – 1:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

POSTER SESSIONS

Poster Board # 35

Authors: Moss, Z., & Payne, S. C. (2024, April). Promoting workplace safety by changing unsafe behaviors [Poster]. Society for Industrial and Organizational Psychology. Denver, CO.

Recognizing the number of occupations that involve driving and that habits form early, this 3-part study revealed that previous negative driving experiences were significantly related to need and motivation to change unsafe cellphone habits while driving. In addition to documenting the prevalence of these states, previous negative distracted driving experiences were significantly related to need and motivation to change, and more personal involvement in those experiences (driver vs. passenger) was significantly related to need to change, but trait anxiety and simulation experiences were not.

Speaker



Zoe Moss

Student Worker - MSC OPAS | Texas A&M University

Missing Out or Messing Up: The Impact of FoMO on Distracted Driving Outcomes - (Session ID 793)

1:00 PM – 1:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

POSTER SESSIONS

Poster Board # 30

Authors: Driggs, T. M., Payne, S. C., Yang, F. (2024). Missing Out or Messing Up: The Impact of FoMO on Distracted Driving Outcomes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Many employees are required or feel compelled to be responsive to their phone while driving. Ultimately, workers contrast the risk of missing information with the risk of a negative driving event. This study examines the extent to which a simulated experience followed by a video of associated consequences can heighten the physical dangers associated with distracted driving. Over 400 participants reported significantly increased threat perceptions and decreased distracted driving behaviors and intentions after being exposed to the simulated experience plus consequence video.

Speaker



Toby Driggs

PhD Student | Texas A&M University

Using Collective Autoethnography to Pilot Test a Boundary Management Intervention - (Session ID 795)

1:00 PM – 1:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

POSTER SESSIONS

Poster Board # 31

Authors: A growing yet limited body of research is exploring different boundary management interventions with the goal of providing participants with information to create work-nonwork boundaries that support their well-being. In the present study, we used collective autoethnography to pilot test a boundary management intervention that applies the theory of planned behavior coaching to boundary management theories. We discuss the findings of our study as well as implications for future intervention development.

A growing yet limited body of research is exploring different boundary management interventions with the goal of providing participants with information to create work-nonwork boundaries that support their well-being. This study used collective autoethnography to pilot test a boundary management intervention that applies the theory of planned behavior coaching to boundary management theories. Findings of the study as well as implications for future intervention development are discussed.

Speaker



Haley Cobb

Assistant Professor | Louisiana State University

Many Mes at Work: Work Identification Profiles and Relationships to Well-Being - (Session ID 844)

1:00 PM – 1:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

POSTER SESSIONS

Poster Board # 32

Authors: Reed, B. N., McGonagle, A. K., Woehr, D. J., & Tonidandel, S. (2025). Many mes at work: Work identification profiles and relationships to well-being [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines how individuals identify with multiple work-related targets—their organization, team, and profession. Using factor mixture analysis, authors identified 6 latent profiles of work identification and explored their relationships to expected antecedents (identity motives and organizational demographics) and workplace well-being (role overload, role conflict, and burnout). Findings revealed significant relationships for both level- and shape-based profiles, offering new theoretical insights into work identification and practical guidance for promoting worker well-being.

Speaker



Brent Reed

Doctoral Candidate | University of North Carolina at Charlotte

Evaluating the Burnout Assessment Tool's Predictive and Incremental Validity - (Session ID 867)

1:00 PM – 1:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 33

Authors: Postier, L. E., Barrett, J. R., & Michel, J. S. (2025). Evaluating the Burnout Assessment Tool's Predictive and Incremental Validity [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors compared the predictive and incremental validities of the relatively new Burnout Assessment Tool (BAT) to the Maslach Burnout Inventory (MBI) using a 2-wave study (n = 357). Results of regression analyses indicated the BAT predicted work and personal outcomes (job satisfaction, organizational commitment, turnover intentions, sleep quality, and overall health) comparably to the MBI. The BAT showed significant incremental validity ($\Delta R^2 = 3\text{-}6\%$) over the MBI. These findings support the BAT's utility as a comprehensive burnout measure and its viability as a practical alternative to the MBI.

Speaker



Lauren Postier
PhD Candidate | Auburn University

The Detrimental Effects of Ostracism on Work Effort: A Cross-Cultural Perspective - (Session ID 964)

1:00 PM – 1:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 34

Authors: Nastasi, A., Anang, L., Grossman, R., Shahani-Denning, C. (2025). The Detrimental Effects of Ostracism on Work Effort: A Cross-Cultural Perspective [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors examined the relationship between workplace ostracism and work effort, with cultural tendencies as moderators. Using a within-subjects experimental design, participants (N = 149) evaluated vignettes depicting ostracism and social inclusion scenarios. Findings show that ostracized individuals were perceived as exerting less effort, and participants reported reduced self-effort when exposed to ostracism; irrespective of cultural tendency. This highlights the negative impact of ostracism on perceived and self-reported work effort, emphasizing the importance of fostering inclusive work spaces.

Speaker



Alexandra Nastasi
Hofstra University

The Day-to-Day Stability of Safety Climate in the Offshore Oil and Gas Industry - (Session ID 1057)

1:00 PM – 1:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 36

Authors: Payne, S. C., Dumlaio, S. V., Zhang, B., Kang, J., Mehta, R. K., & Sasangohar, F. (2025, April). The day-to-day stability of safety climate in the offshore oil and gas industry. Society for Industrial and Organizational Psychology Annual Conference. Denver, CO.

Absent an intervention or adverse event, climate theory assumes that safety climate is a stable construct. Two samples of offshore oil and gas workers completed daily assessments of safety climate for 28 days. The daily means, standard deviations, and 1-day lagged correlations of safety climate remained relatively and the stability of correlations was even more pronounced at the workgroup level. Person-level variables (e.g., tenure, occupational hazard exposure) did not explain this stability. Implications for theory and the frequency of safety climate measurement are discussed.

Speaker



Stefan Dumlaio
Global Manager of People Data, Analytics, and Insights | Spellman High Voltage Electronics Corporation

How Workgroup Norms Impact Vacation Experience via Social Evaluative Threat - (Session ID 1106)

1:00 PM – 1:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 3

Authors: Liao, X., Kuykendall, L., McEachern, P. J., Mendis, T. N., Bartlett, A. N., (2025). How Workgroup Norms Impact Vacation Experience via Social Evaluative Threat [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines how workgroup norms, specifically after-hour availability expectations, affect employees' recovery during vacations through the mechanism of social evaluative threat (SET). Using pre/post vacation data from 119 participants, it was found that availability expectations are associated with lower psychological detachment and higher perseverative cognition and email monitoring. SET mediated each of these relationships. These findings highlight SET as a key mechanism linking workgroup norms and recovery.

Speaker



Xueyi Sherry Liao
Graduate Research Assistant | George Mason University - Department of Psychology

The Impact of Outside-of-Shift Duties on Emergency Physician Recovery and Fatigue - (Session ID 1124)

1:00 PM – 1:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 4

Authors: Meyer, S. D., Vosika, E., Britt, T., Hirsh, E., Fowler, L., Rosopa, P., Taaffe, K., & Prabhu, V. (2024). The impact of outside-of-shift duties on emergency physician recovery and fatigue [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examined the effect of time spent on outside-of-shift work duties (OSD), shift work, and commute on day-level recovery, week-level ability to recover, and week-level fatigue among 46 emergency physicians across 28 days. Findings from linear mixed models indicate that OSD and number of shifts have a significant effect on day-level recovery, and that OSD, shift hours, and commute time have a significant effect on week-level ability to recover and week-level fatigue. The results indicate that OSD need to be considered as elements of workload that contribute to fatigue and eventually burnout.

Speaker



Sarah Meyer
Clemson University

Don't Let the Bed Bugs Bite: A Conceptual Review of Bed Bugs at Work - (Session ID 1149)

1:00 PM – 1:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 5

Authors: Diaz, M., Wathen, K., Smith, G. R., Shah, A. S., & Thomas, C. L. (2025). Don't Let the Bed Bugs Bite: A Conceptual Review of Bed Bugs at Work [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The resurgence of bed bugs globally introduces an underexplored challenge for occupational health and safety researchers as there appears to be a relation with reports concerning bed bugs present in work environments, yet, no literature has examined these encounters or the impacts they have on employees. This review contains conceptual theories of work-life interface, stressor appraisal, and social support to lay the foundation for future research and bring awareness to this hidden workplace hazard.

Speaker



Mario Diaz
Environmental Health and Safety Specialist | Trane Technologies

Of Sleep and Work Reflection: The Role of Daily Appreciation and Illegitimate Tasks - (Session ID 1195)

1:00 PM – 1:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 6

Authors: Schlegel, L., & Otto, K. (2025). Of Sleep and Work Reflection: The Role of Daily Appreciation and Illegitimate Tasks [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Work-related thoughts during nonwork hours can affect employee well-being. Thus, it is crucial to explore what daily work events may elicit these thoughts. This study examines how daily appreciation and illegitimate tasks evoke positive and negative work reflection and their impact on sleep quality. Findings from a 2-week daily diary study (N = 147) contribute to the understanding of how these work events differentially shape work reflection and sleep quality, and highlight the importance of reducing threats at work, such as illegitimate tasks, to protect employees' restful nights.

Speakers



Emily Kleszewski
Post-Doctoral Researcher | Philipps-Universität Marburg



Laura Schlegel
Research Fellow | Philipps University of Marburg

Perceived Safety Climate Among U.S. Naval Personnel: A Demands-Resources Perspective - (Session ID 1246)

1:00 PM – 1:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 7

Authors: Brumbaugh, M., Russell, D. W., & Roma, P. G. (2024). Perceived Safety Climate Among U.S. Naval Personnel: A Demands-Resources Perspective. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

In high stress work environments, a positive organizational safety climate is imperative to fostering safety outcomes. Several safety climate researchers have embedded their scales into frameworks such as the job demands-resources model in an effort to predict safety behaviors. Although few have embedded military safety climate scales into the JD-R, existing research suggests it is a viable framework. With a sample of 11,429 U.S. Naval personnel, this study embeds responses to the U.S. Navy's Afloat Safety Climate Assessment Survey into the JD-R to predict safety behaviors.

Recovering From Full-time Work Through Meaningful Side Hustles - (Session ID 1333)

1:00 PM – 1:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 8

Authors: Lytle, B., He, Y., Zhu, M., Robertson, M., Zhou, Y. (2024). Recovering from full-time work through meaningful side hustles [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study explores the impact of side hustle characteristics through an enrichment lens and the potential for individuals to engage in recovery processes to yield enriching outcomes. The findings indicate that side hustle characteristics (i.e., autonomy) are positively related to psychological detachment, whereas other side hustle characteristics (i.e., creative activity) are positively related to mastery. Further, mastery experiences from side hustles are related to full-time work enrichment, providing further support to the enrichment effects of side hustles on full-time employment.

Speaker



Bailey Lytle
Research Associate | University of Georgia; OHSU

Leadership and Frontline Employee Perceptions of Total Worker Health Interventions - (Session ID 1391)

1:00 PM – 1:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 9

Authors: Alicea, A. & Horan, K. (2025). Leadership and Frontline Employee Perceptions of Total Worker Health Interventions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Total Worker Health® (TWH) interventions require front-line employee input and leadership commitment. To understand attitudes toward TWH interventions in a hierarchical work setting, authors conducted a needs assessment among 133 public safety employees using an appreciative inquiry approach. Participants felt that a TWH approach would be effective in public safety when the interventions are personally relatable, reliably produce long-term change, are relevant to the industry, use limited resources wisely, and manage conflict or "run-ins" that could occur across organizational levels.

Speakers



Adrian Alicea
Kennesaw State University



Kristin Horan
Assistant Professor of Psychological Science | Kennesaw State University

Differential Effect of Supervisor-Recovery Supportive Behavior on Recovery Experience - (Session ID 1459)

1:00 PM – 1:50 PM


OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 10

Authors: Zhu, Z., Kuykendall, L., Baines, J., & Zhang, B. Differential Effects of Supervisor-Recovery Supportive Behaviors on Recovery Experiences. (2024). [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines how prevention- and promotion-based supervisor recovery-support behaviors impact employee recovery across 3 samples (U.S. employees, Chinese employees, and U.S. PhD students) using different designs (cross-sectional, multisource, time separated). Relative importance analysis showed that prevention-based behaviors—refraining from communicating about work or requiring work during nonwork time—were more important for psychological detachment, whereas promotion-based behaviors—modeling and encouraging recovery—were more important for relaxation, control, and mastery.

Speaker

 **Ze (Mia) Zhu**
Assistant Professor | Texas A&M University

Daily Incivility and Resource Depletion: Examining Cross-Level Moderators - (Session ID 1558)

1:00 PM – 1:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 11

Authors: Kumar, A., & Burch, K.A. (2025). Daily incivility and resource depletion: Examining cross-level moderators [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines the impact of daily workplace incivility on psychological resource depletion, using COR theory. Two-week daily surveys (N=64) revealed that incivility significantly predicted resource depletion, with personal tolerance for mistreatment unexpectedly exacerbating this relationship. Race did not moderate this association. These findings highlight the complex role of personal tolerance in managing workplace stressors and suggest that organizations should reduce incivility and avoid fostering high tolerance for mistreatment. Practical and theoretical implications are discussed.

Speaker

 **Aishwarya Kumar**
Human Resources Consultant | Western Kentucky University

Psychosocial Safety Climate Among Middle Managers in Nuclear Energy - (Session ID 1562)

1:00 PM – 1:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 12

Authors: Porter, J. (2024). Psychosocial Safety Climate among Middle Managers in Nuclear Energy. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This poster session presents the early results of qualitative research on psychosocial factors affecting nuclear energy managers, their well-being, and how their well-being impacts their ability to foster a climate supportive of employee psychological health. The study addresses the need for more research on the boundary conditions and psychosocial needs of leaders tasked with building a psychosocial safety climate (PSC) in the organization, as well as factors influencing employee safety, engagement, and performance within the nuclear energy industry.

Speaker

 **Jody Porter**
Senior Consultant | Strategic Talent Solutions

Macro-Level Influences of Precarious Work: Healthcare Policies in the United States - (Session ID 1566)

1:00 PM – 1:50 PM


OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 13

Authors: Torres, F. J., Maneethai, D., & Witt, L. A. (2025). Macro-level influences of precarious work: Healthcare policies in the United States [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

With data from 2,748,797 participants and 33 studies from the U.S. Census Bureau, authors examined: (a) the impact of socioeconomic status (SES) on precarious work and subsequent ill-being and (b) how state-level healthcare policies moderate this relationship. Low SES was linked to increased work precarity, which yielded ill-being. State healthcare policies mitigated the adverse effects of work precarity on ill-being. The study highlights the importance of macrolevel protections, such as healthcare, in reducing the mental health burden of precarious work and calls for further policy interventions.

Speaker

 **Dustin Maneethai**
Assistant Professor | University of Houston

Examining the Physical and Social Environment's Role in Psychological Safety Climate - (Session ID 1568)

1:00 PM – 1:50 PM


OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS


Poster Board # 14

Authors: Warner, B. & Barratt, C.L. (2024). Examining the physical and social environment's role in psychological safety climate [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Occupational injuries and medical errors continue to be a critical concern in healthcare. This study advances safety research by studying the role of perceived organizational support (POS) in explaining the relationship between the physical and social environment and psychological safety climate. Based on survey data from 215 nurses and nurse aides, findings suggest that both the physical and social environment contribute to POS and psychological safety climate. Such results highlight the importance of considering the social environment in healthcare safety interventions.

Speakers

 **Clare Barratt**
Associate Professor | Bowling Green State University

 **Barbara Warner**
Graduate Student | Bowling Green State University

Moderating Role of Valence Between Organizational Constraints and Employee Outcomes - (Session ID 1584)

1:00 PM – 1:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 15

Authors: Bommareddy, S., Steele-Johnson, D., Tangeman, A., & Davis, B. (2025). The role of valence in understanding employee responses to organizational constraints [Poster]. Society for Industrial and Organizational Annual Conference, Denver, CO, United States.

Organizational constraints negatively impact employee outcomes, such as performance and job satisfaction (Gilboa et al., 2008; Pindek & Spector, 2016). However, the role of valence of expectancy theory (Vroom, 1964) remains underexplored. This study examines valence as a moderator, proposing that high valence can mitigate or exacerbate the effects of constraints. By understanding how the perceived importance of outcomes influences responses to constraints, this research provides new insights into the variability of constraint-related outcomes.

Speaker



Sruthi Bommareddy
Doctoral Candidate (ABD) | GTA Coordinator | Wright State University

Short Term Health Effects of Eldercare Demands and Stress Appraisals - (Session ID 1647)

1:00 PM – 1:50 PM


OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 16

Authors: Wang, X., Schirle, G., Chelsea, R., Peng, Y., Su, S., Kim, G., & Zhang, W. (2025, April). Short-term health effects of eldercare demands and stress appraisals. In Proceedings of the 40th Annual Conference of the Society for Industrial and Organizational Psychology. Denver, CO.

Using a 10-day diary design, authors investigated how eldercare demands were appraised as challenges or hindrances and how these appraisals mediated their impact on physical and affective strains. Results showed hindrance appraisal mediated the relationship between eldercare demands and physical strains. Eldercare self-efficacy was explored as a moderator, with higher self-efficacy reducing the perception of demands as hindrance, highlighting its importance in health for caregiving employees. Also explored are stress appraisal change profiles as moderators of the effects of eldercare demands.

Speaker



Xi (Rita) Wang
Indiana University

Inside Interdisciplinary Teams: Exploring Collaboration and Integration - (Session ID 1576)


1:00 PM – 1:50 PM | Location: 705/707

GROUPS/TEAMS


Authors: Basore, C. (Chair) (2025). Inside Interdisciplinary Teams: Exploring Collaboration and Integration [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Interdisciplinary teams are regarded as necessary to solving grand challenges. This symposium highlights challenges to integration and collaboration in interdisciplinary teams, as well as facilitators to conducting research outside of one's own discipline.

Speakers



Chelsea Basore
Graduate Teaching Assistant | Penn State University



Madison Lenz
Graduate Student | Penn State University

From Actors to Beneficiaries: A Multiple Perspectives Look at Allyship - (Session ID 1446)

1:00 PM – 1:50 PM | Location: 304


INCLUSION/DIVERSITY

Authors: Bueno, A. (Co-Chair), Smith, N. A. (Co-Chair) & Chawla, N. (Discussant) (2025). From actors to beneficiaries: A multiple perspectives look at allyship [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


Waterbury, C. J. & Martinez, L. R. (2025). Allies against sexual harassment: Learning to recognize sexual harassment.
Erskine, S. E. (2025). Above the glass ceiling: Insights on allyship, courage, and antiracist leadership from Latina and Black women CEOs.
Eggler, K. D., Stryker, S., Kann, R. u, Olenick, J., & Chang, C. H. (2025). Old wine in a new bottle? Allyship construct validation.

The majority of research on allyship has focused on the perspectives and experiences of allies. However, Kutlaca et al. (2020) suggest that a multiple-perspective approach is an ideal way to study allyship, as it acknowledges that such actions can yield different outcomes depending on the relationship and context involved. The studies included in this intermediate-level symposium contribute to this growing body of literature by offering a multilevel exploration of allyship and examining the experiences of both those enacting allyship in the workplace and those benefiting from these actions.


Speakers




Aylime Bueno
Graduate Teaching and Research Assistant | The University of Texas at Arlington




Nitya Chawla



Dr. Samantha Erskine
UMass Boston



Christopher Waterbury
Graduate Research Assistant | The University of Texas at Arlington



Kristen Eggler
PhD Candidate | University of Georgia

Machine Learning for I-O 7.0: Pushing the LLM Application Frontier - (Session ID 741)

1:00 PM – 1:50 PM | Location: 505

TECHNOLOGY

Authors: Hickman, L. (Co-Chair), & Liu, M. (Co-Chair). (2025). Machine learning for I-O 7.0: Probing the frontier of LLM applications [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The emergence of large language models (LLMs) presents many opportunities for industrial-organizational psychology research and practice. However, research has been limited to its application in the selection and assessment domain. This symposium presents 5 papers that research and apply LLMs in a novel set of research and practice scenarios, including leadership coaching, communicating with job prospects and candidates, automating literature review, job recommendation, and interpretations of LLM outputs

Speakers



Emily Campion
Assistant Professor of Management & Entrepreneurship | University of Iowa



Feng Guo

Assistant Professor | University of Tennessee At Chattanooga



Louis Hickman

Assistant Professor | Virginia Tech



Richard Landers

John P. Campbell Distinguished Professor of Industrial and Organizational Psychology | University of Minnesota



Mengqiao Liu

Senior Research Scientist | Amazon



Isaac Thompson

Senior Research Scientist | Amazon

Partner Showcase: Pinsight - Accelerating Leadership Transitions: Key Skills to Develop for Mid and Senior Roles

1:00 PM – 1:50 PM | Location: 301

SPONSORED

Our research uncovered the essential skills and experiences leaders need to transition successfully into mid and senior roles. By analyzing thousands of leaders in standardized simulations, we identified key development areas: successful transition into mid-level leadership requires charismatic presence, crisis response, and business planning, while transition into senior leadership necessitates entrepreneurial thinking, impactful presentation, and talent strategy expertise. With few leaders fully prepared for advancement, our findings provide a clear roadmap to accelerate readiness through targeted skill development and exposure to the right leadership experiences.

Speakers



Martin Lanik

CEO | Pinsight



Amy Huber

Director, Client Success | Pinsight

Friday Seminars - Afternoon

1:30 PM – 5:00 PM

ADD-ON EVENT

Preregistration is required for Friday Seminars.

Friday Seminar Check-In

1:30 PM – 2:00 PM

ADD-ON EVENT

REGISTRATION

Preregistration is required for Friday Seminars.

Friday Seminar 4: Influencing and Driving Impact as an I-O Leader

2:00 PM – 5:00 PM

ADD-ON EVENT

Preregistration is required for Friday Seminars.

I-O psychologists address complex organizational challenges and must persuade leadership to adopt new research-based practices that will disrupt existing routines or power dynamics. This seminar explores the concepts of influence through engagement, decision-making, goal alignment, and executive communication.

By understanding how to influence the prioritization of programs based on I-O research, this seminar supports practitioners in enhancing their organization's outcomes.

Speakers



Brooke (Orr) Von Plinsky

VP of TM, Leadership Dev, Learning, Skills, Org Health & Effectiveness, & Onboarding | USAA



Melissa Champine

Partner, Head of North America Assessment Practice | Aon



Rafi Prager

Vice President, Talent Management | Walmart

Friday Seminar 5: The Art and Science of Storytelling to Connect, Engage, and Inspire

2:00 PM – 5:00 PM

ADD-ON EVENT

Preregistration is required for Friday Seminars.

Although storytelling is not a new concept, organizations are now realizing the power of stories, especially when told through "authentic narratives." In this session, we focus on three areas in support of this idea. First, we explain why storytelling is an important influence strategy that is worthy of development in today's leaders (i.e., "the why"). Second, to begin to develop the skills of those attending, we preview some of the techniques individuals can use to be better storytellers (i.e., the "how"). Third, we discuss how participants can bring storytelling back to their own organizations and make storytelling a part of the culture (i.e., the "what's next"). Participants in the session will grow their skills in using inspirational storytelling to advance organizational strategy, engage employees, transfer organizational knowledge/educate others, and build relationships. They will also learn about and discuss methodologies to help grow the storytelling skills of others. A long-term organizational case study is featured to illustrate how storytelling can be used for cultural and behavior change.

Speaker



Tony Rogers

Senior Consultant | Right Management

Friday Seminar 6: Generational Differences Real and Imagined: Implications of Today's Leaders

2:00 PM – 5:00 PM

ADD-ON EVENT

Preregistration is required for Friday Seminars.

The goals of the session will be to review the science behind generations and generational differences, present why the science is flawed, discuss the implications for using generational thinking in the workplace, and provide attendees with conceptually and empirically supported alternatives to generational frameworks. The session will review the research and practice of generations to help attendees understand the theoretical, empirical, and application problems with generations and generational thinking. Next, we will explain why generations and generational thinking are problematic for businesses and practitioners, providing concrete examples and challenges. Finally, we will help attendees to explore and apply alternatives to generational thinking that can be used to improve work, workers, and the workplace as well as guide organizational leaders.

Speakers



Ryne Sherman
Chief Science Officer | Hogan Assessment Systems



David Costanza
Professor of Commerce | University of Virginia

SIOP Intelligence on AI: Legal, Practice, Science, and Ethics Updates - (Session ID 737)

2:00 PM – 3:20 PM | Location: 304

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Finuf, K. D. (Chair), Capman, J. (Panelist), Haig, J. (Panelist), Lipnic, V. A. (Panelist), Locklear, T. S. (Panelist), Nye, C. D. (Panelist), Song, C. (Panelist), & Winterberg, C. (Panelist). SIOP Intelligence on AI: Legal, Practice, Science, and Ethics Updates: State of the AI Union Address + Panel Session Combo [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

As a continuation of the popular series "SIOP Intelligence on AI," this session reunites experts from academia, internal and external consulting, law, and vendors to synthesize current and upcoming legal and regulatory requirements, integrate these changes to existing guidance, and engage in a candid discussion around artificial intelligence in employment settings. Following a State of the Union address, representatives from their respective fields will briefly cover key considerations, and then the chair will facilitate discussion based on preplanned questions and audience input.

Speakers



John Capman



Kayla Finuf
Consultant | APTMetrics



Jessica Haig
VP of Strategic Services | Wonderlic, Inc.



Victoria Lipnic
Partner, Head of Human Capital Strategy Group | Resolution Economics



Toni Locklear
Chief Technical Officer & Litigation Practice Leader | APTMetrics



Christopher Nye
Associate Professor | Michigan State University



Chelsea Song
Assistant Professor | Indiana University



Chase Winterberg
Director of the Hogan Research Institute | Hogan Assessments

Survey Shenanigans: Avoiding the Perfection Trap - (Session ID 292)

2:00 PM – 3:20 PM | Location: 603

JOB ATTITUDES/ENGAGEMENT

Authors: Kamin, A. (Chair), Elbaz, J. (Facilitator), Killham E. (Facilitator), Grossman, M. (Facilitator), & Haverlock, S. (Facilitator). (2024). Survey shenanigans: Avoiding the perfection trap. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session explores the critical balance between the technical rigor of survey design by I-O psychologists and the practical needs of users—employees, managers, and executives. Participants will work collaboratively to recommend how to create employee listening programs that deliver actionable insights without sacrificing scientific integrity. By working through a real-world scenario, attendees will develop strategies for designing surveys that are both methodologically sound and user friendly, ensuring timely and effective action.

Speakers



Jonathan Elbaz
Director, Leader & Workforce Transformation | Perceptyx



Matthew Grossman
Director, Head of Workforce Analytics | Organon



Steven Haverlock
Associate Director of People Science | Bristol Myers Squibb



Allen Kamin
Principal, Organization Development Consulting | Oracle



Emily Killham
Senior Director, Head of Center for Workforce Transformation | Perceptyx, Inc.

Hot Takes in Employee Listening - (Session ID 911)

2:00 PM – 2:50 PM | Location: 705/707

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR


Authors: Rosen, M. (Co-Chair), Stelman, S. (Co-Chair), Hanscom, M., Munc, A., Parker, B., & Pawlak, J. (2025). Hot Takes in Employee Listening [Alternative Session Type without Multiple Papers]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


According to Merriam-Webster, a hot take is "a quickly produced, strongly worded, and often deliberately provocative or sensational opinion or reaction." Although the stances presented in this session are not "quickly produced" as they have all been formed and refined through years of experience in the employee listening space, they are likely to be received as deliberately provocative. This panel discussion will bring together practitioners with extensive experience in employee listening to discuss and debate their hot takes in employee listening. Audience participation will be encouraged.


Speakers




Madison Hanscom
Director of People Science & Consulting | Newmeasures, LLC

- 

Alec Munc
People Analytics | Eli Lilly
- 

Brandy Parker
Senior Director People Analytics | The Coca-Cola Company
- 

Jeremy Pawlak
Manager People Scientist | Capital One
- 

Marisa Rosen
Senior Consultant | OrgVitality

Gaining and Guiding LLM Skills as an Experienced I-O Practitioner - (Session ID 849)


2:00 PM – 3:20 PM | Location: 507


TEACHING I-O PSYCHOLOGY/STUDENT AFFILIATE ISSUES/PROFESSIONAL DEVELOPMENT


Authors: Banister, C., Boyce, C., Johnson, L., LaPort, Ryer, J., Sinar, E., Stack, D. (2025). Gaining and Guiding LLM Skills as an Experienced I-O Practitioner. Society for Industrial and Organizational Annual Conference, Denver, CO, United States.


This session brings together experienced I-O practitioners to discuss the evolving I-O landscape, address challenges and opportunities for midcareer LLM adoption, and discuss strategies for upskilling and reskilling. This session focuses on the experiences of midcareer I-Os as they work at the intersection of gaining LLM skills for themselves, being responsible in guiding others to gain LLM skills, and influencing their team/organization's strategic LLM integration. The alternative session format will foster dialogue to outline actionable steps to navigate the LLM revolution effectively.


Speakers


- 


Kate LaPort
Principal Research Scientist | Amazon
- 

Jeffrey Ryer
Associate Partner, Leadership Assessment and Manufacturing Industry Lead, Assessment Solutions | Aon
- 

Evan Sinar
Senior Research Scientist | Amazon
- 

Christine Boyce
SVP, Global Innovation | Right Management ManpowerGroup
- 

Devin Stack
People Analytics Consultant | Takeda Pharmaceuticals
- 

Christina Banister
Head of People Analytics & Insights | Raymond James
- 

Ms. Laura N. Johnson
Senior Research Scientist - Global Hiring Science | Amazon

Beyond Prompt Engineering: A Framework for Integrating GenAI into HR Processes - (Session ID 1263)


2:00 PM – 3:20 PM | Location: 607


TECHNOLOGY


Authors: Theys, E. R., Sturdivant, M., & Meaden, J. (2025). Beyond Prompt Engineering: A Framework for Integrating GenAI into HR Processes [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session focuses on integrating generative AI (GenAI) into HR workflows, moving beyond prompt engineering to system-level applications. I-O psychologists and HR professionals will learn practical strategies for embedding GenAI in processes like job analysis, talent management, and employee feedback. Using real-world case studies, authors explore leveraging AI for scalable improvements, ensuring ethical implementation and successful change management.

Speakers

- 

James Meaden
Head of Assessment R&D | Codility
- 

Manasia Sturdivant
Sr. People Scientist | Palo Alto Networks
- 

Evan Theys
Director, People Science | Palo Alto Networks

Skills at Scale: Wait it Out, or "Love the Problem"? - (Session ID 1419)


2:00 PM – 3:20 PM | Location: 506


CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT


Authors: McDaniel, M., Walvoord, A. (Chair), Frizzell, J., & Imose, R. (2025). Skills-at-scale: Wait it out, or "Love the Problem"? [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


Trying to make sense of the "Skills" and HR technology/AI explosion? Join Fortune 50 leaders (Verizon, Walmart, Johnson & Johnson) to discuss the rise of "skills at scale" in modern workforce management, with "real talk" for I-Os tackling obstacles and influencing the skills industry by balancing cutting-edge technologies and scientific rigor.

Speakers

- 

Jason Frizzell
Senior Manager, Global Selection & Assessment | Walmart
- 

Ruth Imose
Global Skills Strategy Leader | Johnson & Johnson
- 

Max McDaniel
Sr Director - Performance, Skills and Assessments | Verizon
- 

Dr. Ashley A. Walvoord
Chief Learning Officer | Verizon

Leadership 4.0: AI-Powered Leadership Assessment and Development - (Session ID 227)

2:00 PM – 3:20 PM | Location: 201

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT








Authors: Hou, D. X. (Co-Chair), Woo, S. E. (Co-Chair), Hofmans, J., Landers, R., Liff, J., Pitcher, B. D., Sun, T., Wille, B. (2025). Leadership 4.0: AI-powered Leadership Assessment and Development [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session will present research-based and practice-grounded evidence on AI-based leadership assessment and development technologies, tools, and practices. The primary goal of the session is to foster a dynamic and balanced conversation that bridges research and practice to share insights, inspire new ideas, and encourage more collaborations in this space. Topics will include

current and future capabilities of AI tools for leadership practices, validity evidence on AI-based leadership assessments (i.e.,

assessment centers), human–AI interactions, and practical advice for organizations.

Speakers

- **Joeri Hofmans**
Full Professor (gewoon hoogleraar) | Vrije Universiteit Brussel
- **Daphne (Xin) Hou**
Ph.D Candidate | Purdue University
- **Richard Landers**
John P. Campbell Distinguished Professor of Industrial and Organizational Psychology | University of Minnesota
- **Joshua Liff**
Director, Product Science | HireVue
- **Bradley Pitcher**
Research Scientist | DDI | Development Dimensions International
- **Tianjun Sun**
Assistant Professor | Rice University
- **Bart Wille**
Associate Professor | Ghent University

The Next Chapter: What is Happening to Diversity, Equity and Inclusion? - (Session ID 397)








2:00 PM – 3:20 PM | Location: 407

INCLUSION/DIVERSITY

Authors: Ahmad, A. S. (Co-Chair), Anderson, A. (Co-Chair), Avery, D. R., Ashby, J., Ferdman, B. M., King, E. B., Shipley, S., & Woo, V. (2025). The Next Chapter: What is Happening to Diversity, Equity, and Inclusion? [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session brings together academics and practitioners to discuss the recent changes in the landscape of diversity, equity, and inclusion (DEI). The goals of the session are to discuss (1) the forces behind these changes; 2) their individual, organizational, and societal implications; and 3) how scholars and professionals can adapt, respond, and advance DEI in a quickly evolving workplace and societal landscape.

Speakers

- **Afra Ahmad**
MPS Program Director in Applied Industrial and Organizational Psychology | George Mason University
- **Jimez Ashby**
The Culture Scientist™ | Founder & CEO | Third Eye Synergy
- **Derek Avery**
C. T. Bauer Chair of Inclusive Leadership | University of Houston
- **Bernardo Ferdman**
Founder & Principal | Ferdman Consulting
- **Eden King**
Rice University
- **Sertrice Shipley**
CEO & Founder | Plan To Action
- **Dr. Vivian A. Woo**
Director of People Science Analytics | Culture Amp

Is Resilience Always the Goal? Considerations and Recommendations Concerning Stigma - (Session ID 464)






2:00 PM – 3:20 PM | Location: 405/406

INCLUSION/DIVERSITY

Authors: Wessel, J. (Co-chair), King, D. (Co-chair), Bryant, C., Hamill, L., & Kuntz, J. (2025). Is Resilience Always the Goal?: Thoughtful Considerations and Practical Recommendations Concerning Stigma [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Employees who belong to stigmatized social identity groups face severe, chronic stressors that negatively affect life satisfaction, well-being, and job performance. Despite this high need for resilience, research on resilience often ignores identity. This panel will bring together a diverse set of experts from different countries as well as from practice and academia to present information on how resilience research can acknowledge and integrate stigma and improve interventions. The session will also allow discussion among the panelists and audience to foster idea clarity and generation.

Speakers

- **Laura Hamill**
CEO | Paris Phoenix Group
- **Danielle King**
Assistant Professor | Rice University
- **Joana Kuntz**
Professor | University of Canterbury
- **Courtney Shelby**
Senior Specialist of Diversity, Equity & Inclusion | Ford Motor Company
- **Jennifer Wessel**
Associate Professor | University of Maryland, College Park

Tapping the Untapped Potential of DEI: Frameworks for Recentering Equity - (Session ID 548)

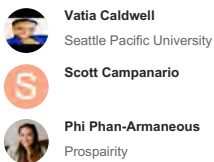
2:00 PM – 2:50 PM | Location: 708/710/712

INCLUSION/DIVERSITY

Authors: Campanario, S. C., Khosravi, K., Reeves, K., Caldwell, V., Phan-Armanee, P., & Soldonia, S. (2024). Tapping into the untapped potential of DEI: Frameworks for recentering equity [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Despite decades of investment in diversity, equity, and inclusion (DEI) initiatives, inequality remains pervasive across organizations and institutions. Several theoretical perspectives offer helpful guidance for more effectively addressing this inequality by recentering equity as the focal goal of DEI strategies. In this session, panelists will offer practical insights from these theoretical perspectives, sharing recommendations for overcoming common challenges currently facing DEI efforts more broadly and more authentically centering equity across DEI strategies.

Speakers



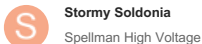
Vatia Caldwell

Seattle Pacific University

Scott Campanario

Phi Phan-Armaceous

Prospairity



Stormy Soldonia

Spellman High Voltage



Kristine Reeves

State Representative | WA House of Representatives

Redefining Performance: Embracing Neurodiversity in the Workplace - (Session ID 1161)

2:00 PM – 3:20 PM | Location: 403/404

INCLUSION/DIVERSITY

Authors: Cottman, J.G. (co-chair), John, K. (co-chair), Perkins, L.A., Thompson, M., Wilson, B., Thompson, M., & Forsell, M. (2025). Redefining Performance: Embracing Neurodiversity in the Workplace. [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This panel will explore how redefining performance management can foster a more inclusive environment for neurodivergent employees, helping them thrive. As companies emphasize neurodiversity, the need to adapt practices to diverse cognitive styles grows. Panelists will share strategies and examples of moving beyond one-size-fits-all approaches to create equitable frameworks for neurodivergent and neurotypical employees. Topics include how standard evaluations may miss neurodivergent contributions, ensuring fair assessments, and measuring the effectiveness of revised methods.

Speakers



Jamal Cottman

Workforce Transformation Senior Program Manager | The Building People



Mari Forsell

Senior Program Manager, Talent & Organization Development | Memorial Sloan Kettering Cancer Center



Kevin John

Program Manager, Career Services | Icahn School of Medicine



Dr. Lesley A. Perkins

Managing Consultant | FMP Consulting (Federal Management Partners, Inc.)



Maggie Thompson

Founder & Principal Inclusion Consultant | Inclusive Spaces Consulting



Bradley Wilson

Perceptyx, Inc.

Navigating New Frontiers: I-O Psychology and the Commercial Space Industry - (Session ID 606)

2:00 PM – 3:20 PM | Location: 302/303

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE

Authors: Beckel, J. (Co-Chair), Sanders, C. (Co-Chair), Salas, E., Bell, S., Landon, S., Sipes, W., & Slack, K. (2025). Navigating New Frontiers: I-O Psychology and the Commercial Space Industry [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session will provide information, guidance and recommendations for participants interested in the role of industrial-organizational (I-O) psychology within the commercial space industry. Five panelists will discuss lessons learned from I-O research and practice related to human space operations, how these findings translate to the commercial space industry, and what gaps exist in our current knowledge and practice.

Speakers



Suzanne Bell

.



Eduardo Salas

Rice University



Walter Sipes

Operational Psychologist | Aerospace Psychology Consultants



Kelley Slack

Baylor College of Medicine / Texas Children's Hospital



Lauren Landon

Team Risk Discipline Scientist | NASA (KBR)

Taking Care of Me While I Take Care of You: Workplace Trauma and I-O - (Session ID 350)

2:00 PM – 3:20 PM | Location: 505

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Oliver, K. K. (Chair), Cheung, J., Melton, N. D., Martin, M., Schultz, A., (2025) Workplace Trauma and the Impact on Employee Listening: Focusing on Organizational Health and I-O Practitioner Well-Being [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The purpose of this panel is to explore the complex issues surrounding workplace trauma, the role of the I-O practitioner in helping organizations navigate this on a micro and macro level, and strategies for the practitioner to maintain their own well-being as they lead these efforts.

Speakers



Meisha-Ann Martin

VP, People Research | Workhuman



Kalifa Oliver

Global Director, EX Analytics Strategy | Ford Motor Company



Annika Schultz

Lead People Scientist, Employee Listening | Roblox

Artificial Intelligence in Meta-Analyses: Opportunities and Considerations - (Session ID 658)






2:00 PM – 3:20 PM | Location: 401/402

MEASUREMENT/STATISTICAL TECHNIQUES

Authors: Shultz, E. P. (Co-Chair), Malloy, C. (Co-Chair), Bending, A. (Co-Chair), Young, M. (Co-Chair), Goldstein, B., Bosco, F., Rudolph, C., & Steel, P. (2025). Using AI in meta-analyses: Practical considerations and implications [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Given recent advances in artificial intelligence (AI), researchers are increasingly leveraging AI tools to enhance the rigor and efficiency of their meta-analyses. However, best practices for integrating these tools into the research process remain unclear. A recent meta-analysis explored various AI tools and gained valuable insights into the implications of collecting, analyzing, and reporting AI-generated data. In this panel, leading meta-analysis experts will discuss the benefits, limitations, and key considerations for using AI in meta-analyses.

Speakers

- **Anna Bending**
Doctoral Student | The Graduate Center, City University of New York
- **Frank Bosco**
- **Benjamin Goldstein**
Doctoral Student | Baruch College
- **Caraline Malloy**
Doctoral Student and Research Fellow | Baruch College & The CUNY Graduate Center
- **Cort Rudolph**
Professor, Industrial & Organizational Psychology | Wayne State University
- **Paisley Shultz**
Doctoral Student | CUNY Graduate Center
- **Piers Steel**
University of Calgary

CANCELLED: Skills Gap Analysis in the Federal Government: Guidance for Practitioners - (Session ID 713)

2:00 PM – 3:20 PM | Location: 207

CANCELLED SESSION

Authors: Hamill, D. G. (Chair), Brown, M. S., Krokos, K. J., & Meissner, K. A. (2025). Skills gap analysis in the federal government: Guidance for practitioners. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Determining whether employees have less than the required level of proficiency in the skills required by their occupations (i.e., a skills gap)—and remediating any identified gaps—help organizations ensure a fully functional workforce, thus supporting mission success. In addition, various laws and regulations require gap analyses for federal agencies in the competitive service. However, gap analyses are surprisingly complex, varying along multiple dimensions. The panel of experts will share their experience navigating the many choices associated with gap analyses.

“It Seemed Like a Good Idea at the Time”: Lessons From Missteps in I-O Careers - (Session ID 627)







2:00 PM – 3:20 PM | Location: 205

TEACHING I-O PSYCHOLOGY/STUDENT AFFILIATE ISSUES/PROFESSIONAL DEVELOPMENT

Authors: Norris-Watts, C. (Chair), Adler, S., Bazigos, M. N., Desrosiers, E., Evans, S., & Heaton, L. (2025). “It seemed like a good idea at the time”: Lessons from Missteps in I-O Careers. [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This panel will explore the most instructive career blunders made by seasoned I-O professionals. The session will highlight how misjudgments—whether political, logistical, or conceptual—are important, if unfortunate, learning moments. By sharing real stories, the panel aims to foster a culture of professional growth and improvement within the SIOP community. Attendees will benefit from hearing diverse perspectives and real-life failure experiences, observing a “failing well” approach, and hopefully becoming more comfortable learning from their own mistakes and failure.

Speakers

- **Seymour Adler**
Consultant | Spencer Stuart
- **Dr. Michael Bazigos**
Professor of Organizational AI | Columbia University in the City of New York
- **Erica Desrosiers**
Chief Talent Officer | Acadia Healthcare
- **Sarah Evans**
Chief Human Resources Officer | Ocean Spray Cranberries
- **Laura Heaton**
Vice President, Talent Development | Penske Transportation Solutions
- **Christina Norris-Watts**
Head of Assessment & People Practices | Johnson & Johnson

Messy Validation X: GenAI Is Making This Whole Validation Thing Even Messier - (Session ID 552)



2:00 PM – 3:20 PM | Location: 709/711

TESTING/ASSESSMENT

Authors: Barr, K. R. (co-chair), Cunningham, C. J. L. (co-chair), Sady, K. (panelist), & Schmidt, D (panelist). (2025). Messy Validation X: GenAI is making this whole validation thing even messier [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, USA.

This session brings together experienced I-O professionals to advise others on challenges associated with assessment validation. In this 10th installment of this SIOP conference series, author will be exploring how generative AI (GenAI) is disrupting the entire validation equation and requiring I-Os to reconsider and rethink just about every aspect of how they approach validation of employment-related assessments. Panelists will present an overview of critical considerations and then engage in a panel-style discussion that will also include question and answer engagement with the audience.

Speakers

- **Christopher Cunningham**
Professor / Chief Science Officer | University of Tennessee at Chattanooga / Logi-Serve
- **Kayo Sady**
Senior Research Scientist - Talent Assessment | Amazon

Poster Sessions: Testing/Assessment

2:00 PM – 2:50 PM | Location: Mile High Ballroom

TESTING/ASSESSMENT

POSTER SESSIONS

Evaluating the Effectiveness of Construct-Based SJTs in Motivated Testing Settings - (Session ID 307)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 17

Authors: Cheng, V. W., Son, M., & Lee, P. (2025). Evaluation of Psychometric Properties of Personality SJT under Motivating Settings [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study investigates the effectiveness of construct-driven situational judgement tests (c-SJTs), which focuses on assessing latent constructs by revealing implicit trait policies based on trait activation theory. Specifically, this study explores the psychometric properties of personality c-SJTs compared to personality Likert scale across motivating and nonmotivating settings. Evidence shows that the c-SJT is prone to faking similar to Likert-type; however, the psychometric properties of c-SJT was not substantially altered across motivating settings and nonmotivating settings.

Speaker



Virginia Cheng
George Mason University

Predicting Correctional Officer CWB via Personality Traits - (Session ID 325)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 18

Authors: Hoover, A. N., Rupp, D. E., Whitley, M., & Updegrave, A. (2025). Predicting the counterproductive work behaviors of correctional officers via personality traits [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study evaluated whether certain personality traits can predict counterproductive work behaviors (CWBs) among correctional officers (COs). A number of significant correlations were found between personality traits (e.g., mischievous, prudence, excitable) and CWBs. Additionally, a multiple regression analysis found that a combination of personality traits can explain up to 7% of the variance in CWB among COs. Implications are discussed for use of specific personality traits in selection systems especially among high-power occupations.

Speaker



Annie (Nottingham) Hoover
Graduate Research Assistant | George Mason University

Understanding Grade Inflation at the Graduate Level - (Session ID 376)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 36

Authors: Lee, V., Kuncel, N. R., & Sackett, P. R. (2025) Understanding Grade Inflation at the Graduate Level [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Using a sample of $N = 26,040$, authors examined the presence of graduate grade inflation at a program level. Findings revealed persistent grade increases over time even after controlling for prior ability, indicating potential grade inflation with the number of 4.0 GPAs more than doubling. Grade inflation appears to be slightly stronger for master's than doctoral programs, although the difference was not significant. The extent of grade inflation also varies by academic program. Findings have meaningful implications for employers and educators.

Speaker



Vivien Lee
PhD Student | University of Minnesota- Twin Cities

The Impact of Feedback on Retesting Behavior and Performance in Personality Testing - (Session ID 381)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 35

Authors: Lee, V., & Landers, R. N. (2025) The Impact of Feedback on Retesting Behavior and Performance in Personality Testing [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors explored the effects of scoring feedback and faking warnings on test-taking behavior, including test retaking and faking behavior, and test performance in the context of personality testing. Results showed that although test takers are more likely to fake upon retake, feedback did not influence their decision to retake an assessment nor decision to fake. Also, faking warnings predicted higher personality scores upon retest. Findings enhance our understanding of applicant faking in personality testing and lay critical groundwork for feedback research in selection contexts.

Speaker



Vivien Lee
PhD Student | University of Minnesota- Twin Cities

Do Experts and Novices Use Their Own Algorithmic Advice in Selection Decisions? - (Session ID 410)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 19

Authors: Neumann, M., Kuncel, N. R., Niessen, A. S. M., & Meijer, R. R. Do Experts and Novices Use their Own Algorithmic Advice in Selection Decisions? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study explores if allowing decision makers to design their own algorithms enhances accuracy of selection decisions compared to holistic prediction. A total of 262 novices and 186 hiring experts predicted the performance of real applicants with or without advice from their own algorithm. Receiving advice from one's own algorithm improved predictive validity ($n2p = .34$). Also, novices outperformed experts. Both groups indicated a strong interest in using advice from their self-designed algorithm ($d = .92$). Self-designed algorithms could boost decision accuracy while maintaining autonomy.

Speaker



Marvin Neumann
Assistant Professor | Vrije Universiteit Amsterdam

Do All Matrix Reasoning Items Need Eight Response Options? A Randomized Experiment - (Session ID 482)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 20

Authors: Brown, M. I., Klein, K., Ingerick, M., & Oppler, S. (2025). Do all matrix reasoning items need eight response options? A randomized experiment [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors conducted an experiment to explore how the number of response options affects the functioning of matrix reasoning items. Reducing the number of response options decreased the overall difficulty of the test but did not impact the dimensionality or internal consistency between the 4- and 8-response option forms. In contrast, including a "none of the above are correct" (NOTAC) response option increased test difficulty but reduced internal consistency. Using 4 response options to minimize testing time while retaining the psychometric properties of the matrix reasoning tests is recommended.

Speakers



Matt Brown
Senior Research Scientist | Wonderlic



Katherine Klein
Senior Scientist | HumRRO

Will Item Desirability Matching Match Forced-Choice Personality Test in Desirability? - (Session ID 555)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 21

Authors: Pavlov, G. (2025). Will Item Desirability Matching Match Forced-choice Personality Test in Desirability? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Personality tests in the forced-choice response format may prevent job applicants from faking responses if items comprising forced-choice blocks are matched in terms of desirability for the job. Authors examine the effectiveness of very close item matching in creating blocks of item-pairs equal in desirability. They show that even under very stringent matching, participants can identify a more desirable item in item pairs, unless item pairs are consisting of undesirable items. Implications for forced-choice test construction are discussed.

Speaker



Goran Pavlov
Assistant Professor | The University of Texas at El Paso

Beyond Sentiment: The Impact of Gendered Language on SJT Responding - (Session ID 566)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 22

Authors: Perrotta, J., & Pawirosetiko, J. S. (2025, April). Beyond Sentiment: The Impact of Gendered Language on SJT Responding [Poster presentation]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study investigated the impact of sentiment and gendered phrasing on situational judgment test (SJT) responses. Replicating previous results, negative phrasing reduced perceived effectiveness and increased response variability. Contrary to gender schema theory, gender-congruent phrasing did not affect ratings. Masculine phrasing was seen as less effective and increased variability for both genders. These findings highlight the need for careful consideration of language in SJT design, emphasizing the potential for unintended biases and the complex interplay between gender and language.

Speaker



James Perrotta
Research Scientist | DDI | Development Dimensions International

Can Natural Language Processing and Machine Learning Predict Item Performance? - (Session ID 586)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 1

Authors: Kim, K., Cucina, J. M., & Burntack, S. K. (2025). Can Natural Language Processing and Machine Learning Predict Item Performance? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Conducting item analyses on newly written items is a common task in multiple-choice test development. The data collection requirements for item analyses can be costly, especially when large item pools are being created for adaptive testing. This study examined whether or not natural language processing and machine learning can replace item response theory item parameter calibration and item analyses. Although models can be trained to predict item parameters and item analysis results with statistical significance, the magnitude of the correlations is not large enough to replace data collection.

A Practical Method of Identifying Enemy Item Pairs Using Natural Language Processing - (Session ID 593)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 2

Authors: Kim, K., Burntack, S. K., & Cucina, J. M. (2025). A Practical Method of Identifying Enemy Item Pairs using Natural Language Processing [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Removing duplicate or similar items is a common challenge in developing multiple-choice tests. Manually reviewing each pair of items is time consuming, prone to errors, and places unnecessary strain on the reviewers. This study explored whether natural language processing (NLP) could provide an effective way to identify "enemy" item pairs, which would help streamline the maintenance of test item banks. Results of the study indicate NLP can be used to detect previously unidentified enemy pairs and reduces the number of item pairs that reviewers would need to manually review.

Construct Validity Concerns in High Stakes Testing - (Session ID 604)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 23

Authors: Coyne, Joseph, T., Jamison, L., Strong, K., Sibley, C., Foroughi, C., & Melick, S. (2025) Construct Validity Concerns in High Stakes Testing. Society for Industrial and Organizational Psychology Annual Conference, Denver, IL, United States.

The goal for this research was to determine if differential performance exists in spatial ability during high stakes versus non-high stakes testing. Naval flight students, who had previously completed the Navy's official aviation selection test, completed a lab experiment with multiple spatial measures, including measures that are on the official test. Scores on the official spatial test were not correlated with the lab spatial measures. Results raise concerns about validity with spatial measures in high stakes versus non-high stakes testing environments.

Navigating Diversity-Validity Trade Offs: Pareto Versus Multipenalty Optimization - (Session ID 609)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 24

Authors: Neuman, A.J., Pfister, H., Lam, T., Morris, S.B. (April, 2025). Navigating Diversity-Validity Trade-Offs: Pareto vs. Multi-Penalty Optimization [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Multi-objective optimization can be used to construct predictor composites that balance validity and diversity goals. Three methods are compared: Pareto-optimization, unconstrained multipenalty optimization (MPO), and constrained MPO (only positive weights). Cross-validated validity and Hispanic–White adverse impact were obtained for battery of cognitive, personality, and experience tests. Unconstrained MPO generally yielded better adverse impact at the same level of validity but achieved this by assigning dubious negative weights to some job-related predictors.

Speaker



Amanda Neuman
Illinois Institute of Technology

Do AC Ratings Differ Between In-Person and Online ACs? - (Session ID 696)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 25

Authors: Lingel, H. & Melchers, K. G. (2024). Do AC Ratings Differ Between In-Person and Online ACs? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Assessment centers (ACs) are increasingly conducted via videoconferencing tools. However, to date, it is unclear how the AC medium influences AC outcomes. To answer this question, authors compared data from 968 applicants who completed in-person or online ACs at an international insurance company. Results showed no difference in overall assessment ratings and in hiring recommendations between online and in-person ACs. However, and in contrast to expectations, ratings in 2 specific exercises were higher in online ACs. Limitations and implications for AC research and practice are discussed.

Speaker



Harriet Lingel
Research Associate | Ulm University, Dep. Work and Organizational Psychology

The Relationship Between GCA and Supervisory Ratings of Job Performance in Sweden - (Session ID 715)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 26

Authors: Sjöberg, A. (2025). Last1, F. M. & Last2, F. M. (2024). The Relationship Between GCA and Supervisory Ratings of Job Performance in Sweden. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study enhances the understanding of the predictive power of general cognitive ability (GCA) testing on job performance in Sweden using previously unpublished data. Addressing a gap in Swedish research, a meta-analysis of 1,809 individuals across 18 samples was conducted. The observed correlations between GCA scores and job performance averaged .22, improving to .35 after correcting for statistical factors. This highlights the importance of GCA testing in selection and underscores the need for further research to refine these findings within the Swedish context.

Speaker



Anders Sjöberg
Deputy Head | Mercuri Urval Research Institute

Competency-Based Assessment for Employee Development - (Session ID 748)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 27

Authors: Trumbull, M. K., Lane, K., Belwalkar, B. B., & Williams, A. (April 2025). Competency-Based Assessment: Evaluating and Developing Employee Performance [Poster presentation]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This poster details a case study on the development of a competency-based assessment suite, including behavioral summary scales, for a small-to-mid-sized research institution. The poster outlines how competencies were identified, clustered, and translated into designing an assessment suite, and discusses ongoing work toward implementing it for employee growth and development.

Predictive Bias of the GRE by Gender, International Status, and Ethnicity - (Session ID 770)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 28

Authors: Demeke, S., Kuncel, N. R., & Sackett, P. R. (2025). Predictive bias of the GRE by gender, international status, and ethnicity [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors conduct a large-scale investigation of the predictive bias of the Graduate Record Examination (GRE) based on gender, international student status, and ethnicity. Results show minimal underprediction of women's graduate performance, overprediction for Black and Hispanic students, and reduced slope effects for Asian and international students. Across comparisons, effects are small, suggesting limited rationale to justify the exclusion of GRE scores in graduate admissions contexts on the basis of systematic predictive bias.

Speaker



Saron Demeke
PhD Candidate | University of Minnesota

Practice Effects in Short Attention Control Tests in a Simulated High-Stakes Setting - (Session ID 864)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 29

Authors: Sibley, C., Draheim, C., Strong, K., NeSmith, R., Melick, S., Burgoyne, A., Coyne, C., & Engle, R. (2025). Practice Effects in Short Attention Control Tests in a Simulated High-Stakes Setting. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examined reliability, practice, and motivation in 3-minute "squared" attention control tasks in a simulated high-stakes environment. Participants completed 3 tasks 4 times each and shared scores and strategies. High internal consistency and test-retest reliability were found. Flanker and Stroop were sensitive to practice ($d > 1.2$), whereas the mixed task showed small gains ($d = 0.22$). Gains were consistent across performance quartiles and self-reported motivation had a small effect on scores but no impact on gains. Implications of using these tasks for personnel selection are discussed.

Speaker



Ciara Sibley
Engineering Research Psychologist | Naval Research Laboratory

A Multifaceted Investigation of Faking in Text-Based Personality Assessments - (Session ID 908)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 30

Authors: Jia, Z., Lee, P., Son, M., Zhou, S., & Fyffe, S., (2024). A Multi-Faceted Investigation of Faking in Text-Based Personality Assessments. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

In personnel selection, the increasing use of text-based assessments highlights the need to understand the impact of faking. This study uses a multifaceted approach to assess faking resistance by comparing linguistic features, psychometrics, and test-taker reactions. Although linguistic features showed minimal differences, personality scores demonstrated significant mean shifts and compromised validity. Text-based assessments were perceived as more cognitively demanding but not harder to fake than Likert scales, emphasizing the need for further research into faking in text-based assessments.

Speakers



Zihao Jia
Incoming visiting assistant professor | Indiana University



Mina Son
PhD Candidate | George Mason University

Good Neighbors: Bayesian Interpolative Validity Transport and Synthesis - (Session ID 909)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 31

Authors: Thissen-Roe, A. & Valentine, S. (2025). Good neighbors: Bayesian interpolative validity transport and synthesis [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

In applied settings, practitioners may encounter situations that call for external validity estimation on the basis of results from multiple source jobs of varying similarity, with multiple assessments in varying combinations. Authors propose a Bayesian method that extends synthetic validity and transportability, with integration of validity evidence over multiple similar but not identical jobs, each according to their relevance. An approximation with straightforward calculation is provided.

Speaker



Anne Thissen-Roe

The Validity of Single-Response Situational Judgment Tests: A Meta-Analysis - (Session ID 944)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 32

Authors: Gallegos, E., Martin-Raugh, M. P., Smith, K. M., Brooks, R. R., & Kell, H. J. (2025). The validity of single-response situational judgement tests: A meta-analysis [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Nearly 15 years after the first empirical validation of single-response situational judgment test (SJT), authors present the first meta-analysis assessing the criterion-related validities of ($k = 12$, $N = 1,397$) single-response SJTs and their relationships with behavioral criteria. Results from a random-effects meta-analysis reveal associations consistent with those found in the multiple-response SJT literature. Findings suggest that single-response SJTs perform similarly to multiple-response SJTs in terms of validity and may be a simple, cost-effective alternative for personnel selection.

Speaker



Emily Gallegos
University of Texas at Arlington

Validity of Psychomotor Ability Assessment in the Context of Learning Performance - (Session ID 984)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 33

Authors: Nakamoto, S. & Ones, D. (2024). Validity of Psychomotor Ability Assessment in the Context of Learning Performance. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

A comprehensive meta-analysis on psychomotor ability has not been conducted in the past 40 years, and has not included the addition of video-game and VR-technology mediated psychomotor assessments. Authors report initial meta-analytic results starting to fill this gap by investigating the validity of psychomotor ability assessments for learning performance. Results indicated useful levels of predictive validity, but findings varied by specific ability and assessment. Results have implications for updated understanding of how psychomotor ability assessment may foster better learning outcomes.

Speaker



Sarah Nakamoto
PhD Student | University of Minnesota - Twin Cities

A Meta-Analysis of the Internal Consistency of SJT Scores: Preliminary Results - (Session ID 1072)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 3

Authors: Newton, J., Mazza, N., Neuman, M., Bittar J., Arthur, W., Jr., (2025). A meta-analysis of the internal consistency of SJT scores: Preliminary results [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study meta-analytically examines the internal consistency of SJTs as a function of whether they are construct or work sample based. Additional moderators (e.g., response format) are also examined. The preliminary results indicate that construct-based SJTs did not have higher levels of internal consistency compared to work sample-based SJTs. Pertaining to response format, rate-SJTs had higher levels of internal consistency than best SJTs.

Speaker



Jared Newton

Sequential Presentation of Response Options in Rate-SJTs: Preliminary Results - (Session ID 1092)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 4

Authors: Mazza, N., Schulte, B. D., Kim, J., Newton, J., Park, B., & Arthur, W., Jr. (2025). Sequential presentation of response options in rate-SJTs: Preliminary results [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examined the psychometric effects of sequentially rather than simultaneously, presenting rate-situational judgement test (SJT) response options. Although the hypotheses were not supported, the pattern of results suggests that the sequential presentation format leads to lower mean SJT scores, lower completion time, and improved psychometric properties. Results indicate that test takers engage in different forms of information processing depending on how response options are presented, and that the sequential presentation of options may be a promising alternative format.

Speaker



Nidhal Mazza
PhD Student | Texas A&M University

The Role of Situational Judgement Tests in Predicting Workplace Injuries - (Session ID 1109)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 5

Authors: Hamilton, A., Tristan, E., (2025). The Role of Situational Judgement Tests in Predicting Workplace Injuries [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States

Authors studied SJTs' ability to predict workplace injuries in hands-on hourly roles (HHR). SJTs measuring safety orientation showed a significant but weaker relationship with injury count ($r = -0.070$, $p = .019$) compared to traditional personality items ($r = -0.165$, $p < .001$). SJTs provided incremental validity, ($? R^2 = .008$, $?F(1,851) = 7.11$, $p = .008$) beyond cognitive simulations and personality items assessing safety aspects. These findings suggest SJTs may be underutilized for assessing safety-related competencies and reducing workplace injuries in HHRs.

Speaker



Alex Hamilton
R&D Analyst | Talog

The Development and Validation of a Chinese Developed Forced-Choice Scale - (Session ID 1155)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 6

Authors: Shi, H., Xu, P., Zheng, C., Liu, B., Wei, R. (2025). The Development and Validation of a Chinese Developed Forced-Choice Scale [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study presents the creation of a forced-choice personality scale tailored for the Chinese population: the MAP Occupational Personality Scale. The study introduces the development process of the scale as well as its reliability and validity research. The scale has been applied in real recruitment scenarios, reducing biases arising from social desirability and proving more suitable for occupational assessments within the Chinese context.

Speaker



Haoran Shi

Validation of a Situational Judgment Test as a Measure of Team-Level Constructs - (Session ID 1193)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 7

Authors: Park, B., Schulte, B. D., Mazza, N., & Arthur, W., Jr. Validation of a situational judgment test as a measure of team-level constructs [Poster] Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Although a growing body of literature presented evidence that SJTs can validly measure unidimensional constructs, no studies tested its construct-related validity evidence at the team level. This study investigated the construct-related validity of an SJT as a measure of team-level constructs and further examined how the compositional model influences the validity estimates of SJT scores. The results suggest that, at the team level, an SJT demonstrated acceptable validity evidence when scores were operationalized using the direct consensus model, compared to the use of additive model.

Speaker



Beomgyu Park
Texas A&M

The Perceptual Speed and Accuracy Questionnaire: A Useful Tool for Organizations? - (Session ID 1226)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 8

Authors: Wall, L. J., Denecker, L. L., & Kustis, G. A. (2025). The Perceptual Speed and Accuracy Questionnaire: A Useful Tool for Organizations? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The Perceptual Speed and Accuracy Questionnaire (PSAQ) is a speed test measuring ability to accurately process visual information. This study examines the PSAQ's characteristics and predictive validity in organizational settings, finding PSAQ performance (scored as questions correct or questions wrong) correlate with other cognitive ability measures and number of items correct on the PSAQ predict performance ratings over and above other measures. The findings suggest that the PSAQ could be a valuable tool for enhancing talent acquisition strategies and optimizing workforce performance.

Speaker



Lucas Wall
Talent Management Intern | Jabil

Developing a Situational Judgment Test to Assess Leader Behavioral Knowledge - (Session ID 1227)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 9

Authors: Chen, Y. R., Oswald, F. L., Kell, H. J., & Ling, G., Rikoon, S. (2025). Developing a Situational Judgment Test to Assess Leader Behavioral Knowledge [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This research focuses on content validation toward developing a situational judgment test (SJT) in assessing leadership capabilities through knowledge of effective leadership behaviors. Authors adopt a multidimensional framework based on Campbell's model of leader performance (2012) and leader inclusion behaviors toward diversity, equity, and inclusion. Findings contribute practically to inform leadership SJT development by providing empirical validation of frameworks for effective leader behaviors.

Speaker



Rebecca Chen
Ph.D. Student | Rice University

Are All Red Flags the Same? Examining Faux-Pas Behavior Across Social Media Platforms - (Session ID 1327)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 10

Authors: Murphy, S. A. (2024). Are all red flags the same? Examining faux-pas behavior across social media platforms [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Cybervetting applicants on social media is now common. Early work paid less attention to the unique context of social media platforms, however profile information on different platforms now shows varying utility to hiring decision makers. This work compares faux-pas behavior on social media platforms (Facebook, LinkedIn, Instagram, Twitter/X, TikTok) to investigate how they affect hiring decisions and compares the factor structure of faux-pas behavior across platforms. Results show differences between the impact and factor structure of faux-pas behaviors on Facebook and LinkedIn.

Speaker



Sara Murphy
University of Winnipeg

Developing a Situational Judgment Task to Assess Programmatic Learning Outcomes - (Session ID 1355)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 11

Authors: Smith, N. A., Wilson, J., Bohrer, L., Subramony, M., Underwood, J. (2025). Developing a Situational Judgment Task to Assess Programmatic Learning Outcomes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Situational judgments tests (SJTs) have been widely used in selection contexts to predict candidate performance. Despite the strengths of SJTs in testing judgments concerning work-related situations, these tests have rarely been used outside of the selection domain. This study addresses this gap by creating and validating a SJT to assess programmatic outcomes (i.e., learning competencies) in the graduate training context. Authors explore student performance on our developed SJT as compared to a body-of-knowledge exam, both of which are intended to measure learning competencies in MBA students.

Speaker



Nicholas Smith
PHD Candidate | Northern Illinois University

The Eyes Have It: Psychometric AI for Personality Using Eye-Tracking Technology - (Session ID 1424)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 12

Authors: Wang, W., Lindgren, C., Lobel, M., & Pickering, K. (2025). The Eyes Have It: Psychometric AI for Personality Using Eye-Tracking Technology[Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, Co, United States.

This study explored a burgeoning field—psychometric AI, for personality assessment by utilizing unobtrusive eye-tracking sensing technology. Through 42 pictures of faces with various emotions and 18 specified interest areas (e.g., female happy face, male happy face, female sad face, etc.) and running 8 different machine learning models (e.g., decision trees, Native Bayesian, random forest, KNN, SVM, XGB, etc.), authors examined the efficacy of various (ML) models in measuring different dimensions of HEXACO personality traits.

Speaker



Wei Wang

Rise of the Faking Resistance: Machine-Inferred Versus Self-Reported Personality Scores - (Session ID 1444)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 13

Authors: Couvillion, I., Richardson, J., Eckhardt, O., Findlay, E., Sun, T., Li, J., Zawacki, A., Liu, J., Zhao, T., Everett, J., Kim, S., Sylvara, A., Sargent, M., Fan, J. (2025). Rise of the faking resistance: Machine-inferred vs. self-reported personality scores [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study compared machine-inferred and self-reported personality scores on personality tests. Participants were assigned to honest or motivated conditions. Results showed a significant interaction effect between condition and score type for conscientiousness and neuroticism, suggesting machine-inferred scores' greater resistance to faking. The findings have important implications for personnel selection practices, a more new means of capturing job applicants' true personality traits.

Speaker



Isabelle Couvillion
Graduate Assistant | Auburn University

Practical Implications of Superscoring in an Employee Selection Context - (Session ID 1468)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 14

Authors: Trent, J. D., Gilbert, B. M., & Romay, S. (2025). Practical implications of superscoring in an employee selection context [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Superscoring (i.e., taking the highest score from all administrations) is gaining popularity in college admissions but little is known about the practice in employee selection. In this study, retesting rates under superscoring conditions were evaluated in an employee selection context. Implications of superscoring on passing rates were also evaluated. Results indicate that candidates are more willing to retest under a superscoring policy with a 22.3% increase for the overall sample. Passing rates improved for the overall sample and for all studied subgroups by sex, race, and ethnicity.

Speaker



John Trent
Senior Personnel Research Psychologist | United States Air Force

Evaluating Item Difficulty as a Psychometric Property in Situational Judgment Tests - (Session ID 1553)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 15

Authors: Gilbert, B. M., Mouton, A. N., & Romay, S. (2024). Evaluating Item Difficulty as a Psychometric Property in Situational Judgment Tests [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Item difficulty statistics are infrequently included in psychometric evaluations of situational judgment tests' (SJTs), despite its potential value in elucidating measurement variance. This study utilized a unique polytomous formula to calculate item difficulty for 120 SJT responses and then statistically compared mean item difficulty values of 4 U.S. Air Force SJT competencies. ANOVA results showed one competency's item difficulty mean significantly differed from others, which provides preliminary evidence that item difficulty may help explain additional SJT construct nuance.

Assessing Remote Work Readiness: Scale Development and Initial Psychometric Evaluation - (Session ID 1618)

2:00 PM – 2:50 PM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 16

Authors: Dosumu, F., Williams, K.M., & Ling, G. Assessing remote work readiness: Scale development and initial psychometric evaluation. Poster submitted to 2025 annual conference of the Society for Industrial and Organizational Psychology.

The remote workforce has increased since the COVID-19 pandemic, with growing interest in employees' preparedness for these unique work settings. Authors developed an assessment to measure employee readiness involving various aspects of remote work, including meeting etiquette, work-life balance, mentorship and feedback, coordination and collaboration, and cross-functional relationships. Across 2 parallel forms, results supported a unidimensional factor structure, strong internal consistency, and construct validity. Implications of our findings and future directions for the assessment are discussed.

Speakers



Fiyinfunjah Dosumu
Virginia Tech



Kevin Williams
Senior Measurement Scientist | ETS Research Institute

Inputs and Outputs: Addressing Healthcare's Relational and Burnout Challenges - (Session ID 323)

2:00 PM – 3:20 PM | Location: 605

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE

Authors: Fernández Castillo, G. (Co-Chair) & DiazGranados, D. (Co-Chair). (2025). Improving Inputs and Outputs: Addressing Healthcare's Relational and Burnout Challenges [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Healthcare mistakes are often highlighted in the news, and healthcare worker burnout is a repeated statistic. Yet, healthcare employees should matter to everyone, as these professionals keep us safe and healthy. Their field faces the highest burnout rates in decades, with around half of professionals seeking to leave their positions by 2025. This symposium focuses on the inputs and outputs of the healthcare system. Moreover, authors dissect how factors at the individual, dyad, and team level serve to either hinder or foster positive outcomes, from employee well-being to patient safety.

Speakers



Deborah DiazGranados
Associate Professor | Virginia Commonwealth University



Gabriela Fernandez Castillo
Ph.D. Student in Industrial-Organizational Psychology | Rice University



Trevin Glasgow
Assistant Professor | University of Virginia



Rylee Linhardt
Doctoral Student | Rice University



Emma Vosika
Graduate Instructor of Record | Clemson University



Madison Washam
Graduate Research Assistant | Clemson University







Novel Perspectives and New Directions in Organizational Justice Research and Practice - (Session ID 1140)

2:00 PM – 3:20 PM | Location: 503/504

JOB ATTITUDES/ENGAGEMENT

Authors: Diaz, J. B. B. (Chair) & Gilliland, S. (2024). New Directions in Organizational Justice [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. MacDonald, S. L. & Diaz, J. B. B. (2024). Crossing the Line: The Impact of Target and Severity on Evaluations of Justice. Attaway, A. (2024). Space and Time: Modern Dimensions of Organizational Justice. Simion, L. (2024). Behind the Mask: The Ripple Effect of Leadership Customer Unfairness on Employee Emotional Labor. Kim, S. B. (2024). Towards a Unifying Discourse on Equity: An Integrative Conceptual Review of Organizational Justice and DEI.

Speakers

- **Austin Attaway**
University Of California, Riverside
- **Jessica Diaz**
Assistant Professor | Claremont Graduate University
- **Stephen Gilliland**
University Professor | Claremont Graduate University
- **Sophie Kim**
PhD Candidate in Organization Behavior | Claremont Graduate University
- **Samantha MacDonald**
Western Washington University
- **Luciana Simion**
Ph.D. Student | Claremont Graduate University

Workplace Sexual Harassment and Bystanders: Insights Into Perceptions and Behaviors - (Session ID 771)

2:00 PM – 3:20 PM | Location: 601

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Kim, SH. (Co-Chair), Liang, Y. (Co-Chair), & Nitya Chawla (Discussant). (2024). Workplace sexual harassment and bystanders: Insights into perceptions and behaviors [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Sargent, M., Sylvara, A., Sun, T., & Nguyen, L.K. (2024). A topical examination of observer narratives of sexual harassment in the workplace. Schneider, N. (2024). Social support from coworkers alleviates harassment effects. Liang, Y. & Park, Y. (2024). Sexual harassment bystander intervention profiles. Kim, SH. & Park, Y. (2024). Qualitative study on reasons for observers' silence in workplace sexual harassment

The crucial role of bystanders in addressing workplace sexual harassment has gained increasing recognition. This symposium seeks to advance our understanding of bystanders' perceptions, constructive and destructive behaviors, and the impact of intervention on victims. It presents 4 empirical papers employing diverse methodologies—natural language processing, regression, latent profile analysis, and qualitative analysis—to examine how bystanders perceive and respond to sexual harassment, the effects of their responses on victims, and the reasons behind bystanders' silence.

Speakers

- **Nitya Chawla**
- **Sohee Kim**
PhD candidate | University of Illinois at Urbana-Champaign
- **Yijue Liang**
Assistant Professor | George Mason University
- **Moana Sargent**
Graduate Student | Kansas State University
- **Natalie Schneider**
Clinical Assistant Professor | Purdue University Daniels School of Business

GenAI-Assisted Scoring of Narrative Information in Assessments: Lessons Learned - (Session ID 690)








2:00 PM – 3:20 PM | Location: 203

TESTING/ASSESSMENT

Authors: Wang, Y., & Zhu, Y. E. (Co-Chairs) (2025). GenAI-assisted scoring of narrative information in assessments: Lessons learned. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The recent advancement of generative AI (GenAI) technologies has introduced more opportunities of using GenAI to assist with the scoring of narrative information to help enhance efficiency. This symposium highlights methods and lessons learned in the research and practices of applying GenAI to assist with the scoring of narrative content in various types of assessments, including structured interviews and business simulations.

Speakers

- **Michael Campion**
Professor of Management | Purdue University
- **Robert Lewis**
Chief Assessor | APTMetrics
- **Jingyi Li**
Graduate Student Researcher | Auburn University
- **Weiwen Nie**
Resaerch Consultant | Hogan Assessments
- **Ronald Utsogn**
Chief Technology Officer | APTMetrics
- **Yi Wang**
Senior Consulting Scientist | APTMetrics
- **Yizhen Egyn Zhu**
Machine Learning Scientist - Global Hiring Science | Amazon

My Cup Spilleth Over: Examining Dynamic Work–Nonwork Spillover Processes - (Session ID 1319)

2:00 PM – 3:20 PM | Location: 501/502







OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Grant, R.S. (Co-Chair) & Shockley, K.M. (Co-Chair) (2025). My Cup Spilleth Over: Examining Dynamic Work–Nonwork Spillover Processes [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Garcia, S., Fletcher, K., Burnett, C., & Drose, C. (2025). Daily Work Recovery via Opponent Process Theory: Investigating Employee Caffeine and Alcohol Use to Balance Mental Fatigue. Van Fossen, J., & Boucher, E. (2025). Trait Moderators of Boredom Predicting Daily Family–Work Technology Use. Moran, L., French, K., Calderwood, C., Phetmisy, C., King., D., Sloan, M., Gomez, C.,

Hazelton, H., & Floyd, S. (2025). The Role of Microbreaks and Family Overload in the Work Recovery Process. Grant, R.S., Garcia, S., & O'Malley, L. (2025). It Varies: Examining The Moderating Role of Job Demand, Job Resource, and Recovery Experience Variability on The Recovery Process. Reeves, K., & Zhang, D. (2025). Clocking In and Speaking Out: Navigating Workday Rhythms for Voice Behaviors.

Work–nonwork spillover has become a topic of great interest. However, a majority of this work examines spillover uses static approaches. These static approaches do not accurately represent working individuals' dynamic, lived experiences. To better examine work–nonwork spillover, the dynamics of these processes over time and within the influence of the multiple domains one can occupy need to be captured. This symposium examines dynamic work–nonwork spillover processes across multiple topic areas, including work recovery, family-technology use, and voice behavior at work.

Speakers

- **Spencer Garcia**
Georgia Institute of Technology
- **Lauren Moran**
I-O PhD Student | Georgia Institute of Technology
- **Katelyn Reeves**
Graduate Student | Louisiana State University
- **Kristen Shockley**
Associate Professor | Auburn University
- **Jenna Van Fossen**
Assistant Professor | Clemson University
- **Ryan Grant**
Graduate Student | University of Georgia




Tech Demo: Deloitte Consulting - Modelling the Future of Work: Leveraging Technology to Forecast Future Workforce

2:00 PM – 3:20 PM | Location: 301

SPONSORED

From generative AI to shifts in labor location and type, the need to model the future of work, plan for investments, and optimize organizational structure and outcomes has never been greater. Join Deloitte for in-depth technology demos showing how to 1) identify disruption potential to the workforce due to GenAI, 2) leverage real-time data to model scenarios, and 3) forecast future needs to optimize organizational structure. See how three tools provide insights and strategic planning capabilities that empower data-driven business decisions to future-proof your organization.

Speakers

- **Carissa Kilgour**
Principal - Human Capital | Deloitte
- **Russell Klosk**
Managing Director (partner) | Deloitte
- **Willem Potgieter**
Sr. Solutions Consultant | Orgvue

Coffee Break With the Exhibitors

3:30 PM – 4:00 PM | Location: Mile High Ballroom

BREAKFAST, LUNCH & BREAKS

Future-Ready I-O Psychologists: Navigating and Leading Tomorrow’s Workforce - (Session ID 225)






4:00 PM – 4:50 PM | Location: 205

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: Antonik, C. (Moderator), Barnett, G. (Moderator), Holland, B. (Moderator), Malter McLean, K. (Chair), Patel, L. (Moderator), Sun, T. (Moderator). (2025). Future-Ready I-O Psychologists: Navigating and Leading Tomorrow’s Workforce [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

As the workplace evolves, I-O psychologists must adapt to shape its future. This interactive roundtable session will explore the key areas for growth, focusing on AI integration, product focus, employee well-being, and diversity, equity, and inclusion (DEI). Through expert-led discussions, participants will examine how I-O psychologists can develop business acumen, leverage human-centered approaches, and stay ahead of emerging workplace demands. Attendees will leave with actionable insights into the skills needed to navigate and lead organizational transformation in the face of rapid changes.

Speakers

- **Chantale (Wilson) Antonik**
Senior Product Manager | Amazon
- **Greg Barnett**
Chief People Scientist | Energage
- **Katherine Malter McLean**
Director | Heidrick & Struggles
- **Lily Patel**
Industrial/Organizational Psychologist | IBM
- **Tianjun Sun**
Assistant Professor | Rice University

Innovations in Competency Modeling: Rethinking Fundamentals and Applications - (Session ID 369)



4:00 PM – 4:50 PM | Location: 605

TESTING/ASSESSMENT

Authors: Costa, J., Curtin, P., Fyffe, S., & Mock, L. (2025). Innovations in competency modeling: Rethinking fundamentals and applications. Alternative Session Type Without Multiple Papers. Society for Industrial–Organizational Psychology Annual Conference, Denver, CO, United States.

Competency modeling is a critical tool within the I-O toolkit for understanding and improving organizational outcomes. This highly interactive session revisits the basics and moves toward the future in the ways in which competency models are developed, applied, and incorporate the use of technological and methodological advances. Panelists with a wealth of experience in developing and applying competency models will be joined by audience volunteers in this open fishbowl panel discussion. Audiences from all backgrounds and experience levels are encouraged to attend and actively participate.

Speakers

- **Pat Curtin**
Personnel Psychologist - NSF Academy | National Science Foundation
- **Shea Fyffe**
Research Psychologist | George Mason University/Army Research Institute



Landon Mock

Director, Strategic Talent Management | Self

Should've Learned That in Grad School: Gaps and Solutions in I-O Practitioner Curricula - (Session ID 1088)

4:00 PM – 4:50 PM | Location: 708/710/712

TEACHING I-O PSYCHOLOGY/STUDENT AFFILIATE ISSUES/PROFESSIONAL DEVELOPMENT

Authors: Kay, S. A. (Co-Chair), Cronin, M. A. (Co-Chair), Patton, C. B. (Facilitator), Burris, E. R. (Facilitator), Depenbusch, M. A. (Facilitator), & McCoy, K. M. (Facilitator). (2025). Should've learned that in grad school: Gaps & solutions in the I-O practitioner curricula [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Although most I-Os end up in nonacademic roles, graduate students often receive limited insight into the activities and competencies needed for applied careers. This alternative session invites the audience to join breakouts to discuss the KSAOs that are lacking in I-O curricula and brainstorm practical solutions. A diverse range of professionals representing various stakeholders (e.g., professors, students, administration, managers of new grads) will facilitate breakouts to identify what is missing in I-O curricula, barriers to improving it, and concrete steps to bolster I-O education.

Speakers



Ethan Burris

Professor Of Management | University of Texas at Austin



Matthew Cronin

Professor | George Mason University



Morgan Depenbusch

Analyst | Google



Sophie Kay

People Research Scientist | Meta



Katelyn McCoy

Senior Research Scientist | Center for Creative Leadership



Chris Patton

People Analytics Manager | Meta

How Far Can GenAI Take Us? Validating GenAI Against Human Experts - (Session ID 1037)

4:00 PM – 4:50 PM | Location: 507

TECHNOLOGY

Authors: Schrah, G. (Chair), Barney, M. (Panelist), Belwalkar, B. (Panelist), Lahti, K. (Panelist), & Schwendeman, M. (Panelist) (2025). How far can GenAI take us?: Validating GenAI against human experts. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session examines the role of generative AI (GenAI) in I-O psychology. As organizations adopt GenAI, understanding its efficacy in replicating human judgment is vital. Four panelists will present research on validating GenAI applications in assessment, workforce planning, and personality scoring. Presentations will be followed by a discussion, allowing attendees to explore GenAI's capabilities, limitations, and the balance between automation and human oversight. Join us for insights into how GenAI can enhance workplace performance and the role of I-Os in shaping best practices.

Speakers



Bharati Belwalkar

Senior I/O Researcher | American Institutes for Research



Ken Lahti

Chief Product Officer | Humancore



Gunnar Schrah

Sr. Director - Psychology, Product Research & Design | Heidrick & Struggles



Michael Schwendeman

Director, Psychology | Heidrick & Struggles



Caitlynn Sendra

Product Innovation Scientist | SAP SuccessFactors

Under the Radar: Measuring Team Dynamics Without Disturbance - (Session ID 1611)

4:00 PM – 4:50 PM | Location: 705/707

GROUPS/TEAMS

Authors: Begerowski, S.R. (Chair), Bell, S.T. (Co-Chair), Mathieu, J.R., Gorman, J., Gupta, P., Rosopa, P.R., Pool, R.N., Rosopa, E.H., & Chaspari, T. (2024). Under the Radar: Measuring Team Dynamics without Disturbance [IGNITE]. Society for Industrial Organizational Psychology Annual Conference, Denver, CO, United States.

Unobtrusive measures provide insights into team dynamics by capturing authentic interactions without disruption. These techniques leverage behavioral and trace data to reveal the complex nature of team functioning. Analyzing this data often requires advanced machine learning techniques to uncover patterns. This IGNITE! panel gathers teams researchers and computer scientists who leveraged unobtrusive measures in their work. They will share their experiences and practical guidance, exploring both the potential and challenges of unobtrusive measures and advanced analytics in team research.

Speakers



Sydney Begerowski

Research Psychologist | KBR / NASA



Suzanne Bell

.



Jamie Gorman

Professor | Arizona State University



Pranav Gupta

Assistant Professor of Business Administration | Gies College of Business - University of Illinois Urbana-Champaign



John Mathieu

University of Connecticut



Patrick Rosopa

Full Professor | Clemson University

Beyond Networking: Practical Strategies for Navigating Into Industry Careers - (Session ID 1114)


4:00 PM – 4:50 PM | Location: 601


CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT


Authors: Liss, H., Shah, M., Hoekman, E., Zervos, L., & Joyce, C. (2025). Beyond networking: Practical strategies for navigating into industry careers [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


As I-O psychologists transition from academia to industry roles, the need for clear guidance on career paths and navigating these career paths is critical. The panel will discuss tactical steps I-O professionals can take that go beyond networking, exploring the landscape of I-O psychology and behavioral science careers in 4+ industries, highlighting current opportunities and those anticipated in the near future. Attendees will have access to a list of concise and actionable tips—such as key words and relevant industries and organizations—for securing a role in practical I-O psychology.

Speakers

- 

Ellie Hoekman
Career Coach and Consultant | Rock and Secure LLC
- 

Hannah Liss
Senior People Scientist | Culture Amp
- 

Miti Shah
Senior People Science Analyst | Culture Amp
- 

Lauren Zervos
Talent Management Consultant | CIBC

The Times They Are A-Changin: What I-Os Need to Know About the Colorado AI Law - (Session ID 975)


4:00 PM – 4:50 PM | Location: 503/504


STRATEGIC HR/UTILITY/CHANGING ROLE OF HR


Authors: Kuang, D. (Co-Chair), Morris, S. (Co-Chair), Dunleavy, E., Alonso, A., & Duncan, M. (2025) The times they are a-changin: What IOs need to know about the Colorado AI law [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


The purpose of this panel discussion is to update the SIOP community on a consequential new state law in Colorado that will be enforced early in 2026 and potentially influence other new laws. The law, SB205, is intended to protect consumers from algorithmic discrimination across various domains, including employment. Authors will summarize the specific requirements of the law and discuss implications for AI-based assessment users, vendors, assessment takers, and I-O psychologists more broadly.


Speakers

- 

Ragan Decker
Manager, Executive Network & Enterprise Research | SHRM
- 

Michelle Duncan
Attorney | Jackson Lewis, P.C.
- 

Eric Dunleavy
Vice President - Employment and Litigation Services | DCI Consulting Group, Inc.
- 

Dan Kuang
Director | Resolution Economics
- 

Scott Morris
Nambury S. Raju Professor of Psychology/ Director, Industrial-Organizational Psychology Program | Illinois Institute of Technology

Impact of New Race and Ethnicity Categories on Federal EEO Statistics and Enforcement - (Session ID 792)


4:00 PM – 4:50 PM | Location: 403/404


INCLUSION/DIVERSITY


Haudek, M. (Moderator & Co-Chair), Walker, S.S., Tyman, A., Colosimo, J., & De la Flor Musso, M.E. (2025). Impact of New Race and Ethnicity Categories on Federal EEO Statistics and Enforcement. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


This panel will discuss the 2024 changes to the federal government's reporting requirements for race and ethnicity (i.e., Statistical Policy Directive 15) and the impact of the changes on the work that I-O psychologists conduct (e.g., adverse impact analyses, employee and applicant diversity record keeping and analyses). These changes include the addition of a Middle Eastern or North African category and the integration of the Hispanic or Latino category with other categories, rather than as a stand-alone question. Panelists include I-O psychologists and an employment attorney.

Speakers

- 

Joanna Colosimo
Vice President, Workforce Analytics & Compliance Strategy | DCI Consulting Group, Inc.
- 

Maria Elena De la Flor Musso
Industrial Organizational Research Psychologist | e Business Consultants, LLC
- 

Melissa Haudek
Associate Principal Consultant | DCI Consulting Group, Inc.
- 

Annette Tyman
Partner, Chair, People Analytics Practice Group | Seyfarth Shaw LLP

Neurodivergent Accommodations: Obstacles, Stigma, and Navigating Workplace Challenges - (Session ID 1406)


4:00 PM – 4:50 PM | Location: 407


INCLUSION/DIVERSITY


Authors: Smith, K. M. (Co-Chair), Syed, J. (Co-Chair), Bernard, L., Checketts, M. B., Giannantonio, C. M., Hurley-Hanson, A. E., Korsak, M., Silver, E. R. (2025). Neurodivergent Accommodations: Addressing Stigma, Fear, and Practical Considerations [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


This discussion will explore workplace accommodations for neurodivergent individuals, focusing on the stigma and fear associated with requesting them and the practical challenges faced throughout the employment cycle, from application to workplace integration. Audience members, including neurodivergent individuals and practitioners, will gain insights into the challenges faced throughout the employment cycle and the organizational barriers that hinder adequate support, underscoring the need for awareness and resources in the workplace.


Speakers

- 

Michelle Checketts
PhD Candidate | University of Illinois Urbana-Champaign
- 

Amy Hurley-Hanson
Associate Professor | Chapman University
- 

Megan Korsak
Graduate Teaching Assistant | University of Texas at Arlington
- 

Katrisha Smith
Doctoral Researcher | The University of Texas at Arlington
- 

Juveria Syed
The University of Texas at Arlington

The Optimal Experience: Finding and Fostering Flow at Work - (Session ID 269)

4:00 PM – 4:50 PM | Location: 709/711

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE

Authors: Lizerbram, R.S. (Chair), Weintraub, J., Davis, O.C., Hogarth, B.T., & Peifer, C. (2025). The optimal experience: Finding and fostering flow at work [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Work-related flow (WRF) is a critical work experience related to a plethora of relevant employee outcomes (e.g., performance, well-being), yet it is seldom discussed at the SIOP Annual Conference. Our panel consists of a mix of scientists and practitioners with deep experience in WRF research, measurement, and interventions. Panelists will discuss challenges in measuring WRF, implementing evidence-based interventions, and exploring future directions for flow measurement and its potential impact on organizations, teams, and individuals.

Speakers



Orin Davis

Principal | QLL Consulting



Brent Hogarth

Psychologist & Mindset Coach | Finding Mastery



Ryan Lizerbram

Graduate Research Assistant | Colorado State University



Corinna Peifer

Universität zu Lübeck



Jared Weintraub

People Analytics Manager | Deloitte | NYU | The Flow Group

From Worries to Wellness: The Impact of Employee Assistance Programs on Well-Being - (Session ID 412)

4:00 PM – 4:50 PM | Location: 201

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Polavarapu, A. (Co-Chair), Yu, S. (Co-Chair), Nesnidol, S. (Co-Chair), Headrick, L., Hedrick, K., Horan, K., Nesmith, R., Quijada-Crisostomo, A. (2025). From Worries to Wellness: The Impact of Employee Assistance Programs on Well-being [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The aim of this panel is to explore how organizations can address employee well-being through targeted employee assistance programs (EAPs). Academics and practitioners will share insights on studying workplace well-being, communicating EAP resources more effectively, and consulting with organizations. Panelists will present recent research on EAPs and worker recovery, along with sharing their experiences in organizing and managing EAPs.

Speakers



Lucille Headrick



Katelyn Hedrick



Kristin Horan

Assistant Professor of Psychological Science | Kennesaw State University



Rebecca NeSmith

Aerospace Experimental Psychologist | US Navy



Aarti Polavarapu

PhD Candidate | Bowling Green State University



Amanda Quijada-Crisostomo

Lead Consultant Talent Analytics | Target



Sabrina Yu

Doctoral Student | Bowling Green State University

Honoring Working Women's Bodies: A Critical Pause in Organizational Psychology Resear - (Session ID 759)

4:00 PM – 4:50 PM | Location: 607

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Thomas, C. L. (Co-Chair), Floyd, H. R. (Co-Chair), Burke, V., Fisher, G. G., Grandey, A. A., Grotto, A. R., & Spitzmueller, C. (2025). Honoring Working Women's Bodies: A Critical Pause in Organizational Psychology Research. [Panel] Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

An expert group of panelists will address the joys and challenges of being women in research and studying women in organizational psychology research in an honoring way, while avoiding the reduction of women to quantifiable data points. Through collective reflection and poignant dialogue, the panel will explore, together with the audience, the barriers and benefits of moving beyond paradigmatic boundaries to engage in I-O psychology research that centers women—our bodies, our stories, and our approaches to knowing to advance science and organizational practices.

Speakers



Vanessa Burke

Assistant Professor of Psychology | Louisiana State University



Gwenith Fisher

Professor | Colorado State University



Hannah Floyd

Saint Louis University



Alicia Grandey

Pennsylvania State University



Angela Grotto

Associate Professor of Human Resource Analytics | Montclair State University



Christiane Spitzmueller

University of Houston



Candice Thomas

Associate Professor | Saint Louis University

Research Design and Methodological Considerations for GenAI and LLM Experimentation - (Session ID 1390)

4:00 PM – 4:50 PM | Location: 505







MEASUREMENT/STATISTICAL TECHNIQUES

Authors: Badr, K., Bennett, M., Brusso, R. C. (Chair), Dunlop, P., Koenig, N., Schmerling, D., Sajjadi, S., (2025). Research design

and methodological considerations for GenAI and LLM experimentation [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This panel will focus on research-based uses of GenAI and LLMs, exploring how classical research design considerations, like threats to validity, reproducibility, and generalizability, remain crucial and how to address these foundational concepts in GenAI research. Prompting strategies, API versus not, temperature and K, one model versus another—all of these could have an impact on findings and interpretation. This discussion aims to equip participants with tools for conducting sound research in this emerging field, ensuring that enthusiasm doesn't overshadow fundamental research principles.

Speakers

- **Karim Badr**
Senior Research Scientist | SHL
- **Matthew Bennett**
Associate Scientist | SHL
- **Robert Brusso**
Senior Research Scientist | Amazon
- **Nick Koenig**
Director, Global Selection and Assessment | Walmart
- **Daniel Schmerling**
Senior Research Scientist | Amazon
- **Richard Landers**
John P. Campbell Distinguished Professor of Industrial and Organizational Psychology | University of Minnesota

Crowning the Next CEO: Succession Planning in Economic Uncertainty - (Session ID 624)





4:00 PM – 4:50 PM | Location: 302/303

TESTING/ASSESSMENT

Authors: Linnabery, E., Lowe, A., Lusk, D., Sorensen, A., Gerkin, E. (2025). Crowning the next CEO: Succession planning in economic uncertainty [Panel Discussion]. Society for Industrial Organizational Psychology Annual Conference, Denver, CO, United States.

Appointing the role of CEO is perhaps the most consequential talent decision organizations make. With the global economy facing a period of low-growth, high interest rates, and reduced spending, choosing the leader with the right skillset to adapt to today's challenges has never been more critical. This panel of leading practitioners will explore factors that influence successful CEO succession in periods of low growth and economic uncertainty, as well as how research can inform the success of CEO succession efforts.

Speakers

- **Emily Gerkin**
PhD Candidate | Michigan State University
- **Eileen Linnabery**
Partner | Vantage Leadership Consulting
- **Derek Lusk**
AIIR Consulting
- **Aaron Sorensen**
Partner - Head of Business Transformation and Chief Behavioral Scientist | Lotis Blue Consulting

From Insight to Action: Creating Manager Accountability After Engagement Surveys - (Session ID 462)







4:00 PM – 4:50 PM | Location: 203

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Nicol-Sylvestre, J. (Chair), Taylor, M.R., Wooderson, L., Puri, N., Howard, D., Benzing, M. (2025). From insight to action: Creating manager accountability after engagement surveys [Panel]. Society for Industrial Organizational Psychology Annual Conference, Dever, CO, United States.

This panel will explore best practices for holding managers accountable for taking action after engagement surveys. Panelists with expertise in employee listening and action planning will discuss strategies to empower managers to review, communicate, and act on their team's engagement data. Additionally, they will share actionable strategies for building accountability at each stage of the process, from reviewing insights to taking action.

Speakers

- **Megan Benzing**
Senior People Scientist | Microsoft
- **David Howard**
TGH-USF People Development Institute
- **Jennifer Nicol**
Director, People & Culture NextGen | Parkland Corporation
- **Nalini Puri**
Senior Program Manager, People & Culture Development | Aurora Operations, Inc.
- **Morgan Rose Taylor**
Senior People Scientist | Culture Amp
- **Linden Wooderson**
Sr Manager, People Systems & Analytics | The Guitar Center Company

Breaking Down Silos: How I-Os Collaborate Across HR for Greater Impact - (Session ID 1069)




4:00 PM – 4:50 PM | Location: 501/502

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Breaking Down Silos: How I-Os Collaborate Across HR for Greater Impact [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This panel will discuss the value of breaking down the silos between HR functions, such as talent acquisition and learning and development, and share practical advice for how to do so effectively. The panelists, who are experts in their respective areas, will discuss their experiences as internal I-O psychologists who work closely with others throughout HR. Topics will include types of work that they have partnered on and how to overcome the challenges of cross-discipline partnerships. Attendees will gain actionable advice for better aligning their talent ecosystem through collaboration.

Speakers

- **Sharyn Aufenanger**
Talent Assessment and Management Leader | N/A
- **Maggie Collins**
Principal Consultant | Delta Air Lines
- **Grace Lee**
Talent Management Leader | Unaffiliated



Krystyn Ramdial
Director of Global Pre-Selection | Procter & Gamble



Kendrick Settler
Director, Learning & Development | Walmart

Situational Judgment Tests in Action: Practical Considerations and New Challenges - (Session ID 728)

4:00 PM – 4:50 PM | Location: 304

TESTING/ASSESSMENT

Authors: Zhou, Y. (Chair), Seybert, J., *Ignasiak, E., *Schinella, E., & *Gillman, J. (2025). Situational Judgment Tests in Action: Practical Considerations and Challenges [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. *denotes equal contribution.

This panel discussion will focus on practical considerations and challenges of adopting and developing a Situational Judgment Test (SJT)-based assessment in high-stakes settings. The panelists will share their experiences with SJTs to provide insights into their practical use in organizations, along with offering recommendations for practitioners looking to implement SJTs in their own workplaces.

Speakers



Jack Gillman



Evelina Ignasiak
Deloitte, DePaul University



Jacob Seybert
Manager, People Science | Roblox



You Zhou
Graduate Student Researcher | University of Minnesota

Test Security: Existing and Emerging Threats and Mitigation Strategies - (Session ID 1229)

4:00 PM – 4:50 PM | Location: 405/406

TESTING/ASSESSMENT

Authors: Wasko, L.E. (Chair), Harvel, J., Hastings, R., Minton, M., & Vassar, A. (2025). Test Security: Existing & Emerging Threats and Mitigation Strategies [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This panel explores emerging threats in candidate misbehavior and their impact on test security for high-stakes, high-volume testing programs (direct-to-hire, technical/functional competency evaluation, language proficiency testing). Panelists discuss the changing landscape of misbehavior, and potential solutions to protecting assessment content, deterring misbehavior and detecting and responding to testing irregularities for each program type. Attendees will gain insights into mitigating risks, maintaining assessment program credibility, and upholding ethical practices.

Speakers



Jen Harvel
Senior Manager, Research Science | Amazon



Rose Hastings
Head of Test Security Operations | Duolingo



Matthew Minton
Head of Talent Assessment | Apple



Adam Vassar
Director of Talent Science | CodeSignal



Laurie Wasko
Manager, Research Science | Amazon

Poster Sessions: Careers/Mentoring/Socialization/Onboarding/Retirement and Global/International/Cross-Cultural Issues

4:00 PM – 4:50 PM | Location: Mile High Ballroom

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES

POSTER SESSIONS

Homing Instinct: Mixed Method Research of Boomerang Employees - (Session ID 147)

4:00 PM – 4:50 PM

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

POSTER SESSIONS

Poster Board # 9

Authors: Moon, Y., Lewis, Z., & Christiansen, N. D. (2025). Homing Instinct: Mixed Method Research of Boomerang Employees. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Boomerang employees were popular since the Great Resignation. However, there is a lack of research into why they return and what factors can predict the boomeranging. Thus, this study uses a mixed-method approach to analyze the return motives and what individual factors are associated. First, qualitative responses from boomerangs show that various reasons contribute to their return, including economic, external causes, and realization of "grass is not greener elsewhere." Moreover, quantitative findings show that agreeable people are more likely to become boomerang than alumni.

Speaker



Young-Kook Moon
Assistant Professor | Radford University

Will the Satisfaction of Basic Psychological Needs Induce the Presence of a Calling? - (Session ID 196)

4:00 PM – 4:50 PM

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 13

Authors: Spencer, Z., Walsh, B. M., Burrus, A., & Kabat-Farr, D. (2024). Will the satisfaction of basic psychological needs induce the presence of a calling? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Research has documented the benefits of experiencing the presence of a calling, but little is known about its antecedents. Authors examined the role of basic psychological need satisfaction in shaping calling presence in a sample of domestic violence services workers. Results showed that satisfaction of the needs for competence and relatedness, but not autonomy, promoted the presence of a calling.

Speakers



Zachary Spencer
Student Undergraduate Research Assistant | Seidman College of Business



Benjamin Walsh
Associate Professor of Management | Grand Valley State University

The Role of Individual Adaptability in the Organizational Socialization Process - (Session ID 220)

4:00 PM – 4:50 PM

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 14

Authors: Permzadian, V., & Mishra, V. (2024). The role of individual adaptability in the organizational socialization process [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The effect of individual adaptability (I-ADAPT) on newcomer adjustment, as defined by its 3 key indicators—task mastery, role clarity, and social acceptance—has not been previously investigated. This study found that the I-ADAPT dimensions of uncertainty adaptability, learning adaptability, and cultural adaptability differentially predicted newcomer adjustment. In turn, task mastery and role clarity mediated the relationships between certain I-ADAPT dimensions (e.g., learning adaptability) and the distal socialization outcomes of job satisfaction, turnover intention, and work withdrawal.

Speaker



Vahe Permzadian
Assistant Professor | Missouri University of Science and Technology

Well Kept Secret: Funding for Research on the Science of Organizations - (Session ID 240)

4:00 PM – 4:50 PM

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 15

Authors: Stanton, J. M. & Liu, S. (2025). Well Kept Secret: Funding for Research on the Science of Organizations [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The U.S. National Science Foundation (NSF) funds basic and applied research in a variety of fields including social and behavioral sciences. One program in particular, the Science of Organizations program, funds research to "advance theory on the design and management of organizations; the behavior and well-being of individuals within organizations; and the relationships between people, organizations and systems." A social network analysis of principal and co-principal investigators funded by the program over its 12-year history suggests that the program may not be well-known by SIOP members.

Speaker



Jeffrey Stanton
Professor | Syracuse University

Break Invitations Break the Ice: The Implications of Colleague Break Invitation on Newcomer Socialization - (Session ID 392)

4:00 PM – 4:50 PM

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

CONFERENCE AWARD WINNER

Poster Board # 17

Authors: Zhang, J., Kim, S., Yan, J. (2025). Break Invitations Break the Ice: The Implications of Colleague Break Invitation on Newcomer Socialization. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Nonwork interactions, like colleague break invitations, are vital for newcomer socialization. Yet, research on such daily interactions remains limited. Drawing on belongingness theory, authors explore how break invitations fulfill newcomers' relatedness needs, enhancing acceptance, information seeking, and performance. An experience sampling study of 108 newcomers revealed that these invitations indirectly impact socialization outcomes via relatedness need satisfaction, especially for those with a high need for belongingness, offering theoretical and practical insights to newcomer adjustment.

Profiles of Living a Calling and Decent Work: A Latent Profile Analysis - (Session ID 436)

4:00 PM – 4:50 PM

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 18

Authors: Yin, H. & Zhang, C. (2025) Profiles of Living a Calling and Decent Work: A Latent Profile Analysis [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors explored profiles of living a calling and decent work. Seven profiles were found among 1006 Chinese working adults: highly unfulfilling, moderately unfulfilling, decent but meaningless, low healthcare, average, moderately fulfilling, and highly fulfilling. Authors then examined how these profiles relate to theoretical predictors and outcomes. People with higher levels of education and social status were more likely to be classified into the fulfilling profiles. People in the fulfilling profiles had higher life and job satisfaction compared to other profiles even 2 1/2 years later.

Speaker



Hang Yin
Shaanxi Normal University

Growing Pains: Experience of Childhood Bullying and Adult Extrinsic Career Success - (Session ID 570)

4:00 PM – 4:50 PM

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 21

Authors: Li, A., Cropanzano, R., Wang, Z., Huang, J., & Shaffer, J. (2025). Growing Pains: Experience of Childhood Bullying and Adult Extrinsic Career Success [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Little is known about how being bullied early in life may impact extrinsic career success as an adult. Authors examine how and when experiences of childhood bullying relate to adult extrinsic career success. They propose a model that delineates 2 distinct processes—internalizing versus helping behaviors. Through these processes the effects of bullying unfold over time. They also identify a boundary condition of these effects—primary caregiver depression. Support for the model is found using data from the Panel Study of Income Dynamics that tracked the developmental process of children over 16 years.

Speaker

 **Jonathan Shaffer**
Assistant Professor of Management | West Texas A&M University

Reasons for Retirement Satisfaction Among Workers in the United States - (Session ID 576)

4:00 PM – 4:50 PM

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 22

Authors: An, M. & Stachowski, A. A. (2025). Reasons for retirement satisfaction among workers in the United States [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study utilizes data from the 2022 administration of the Health and Retirement Study to further our understanding of what is associated with a successful transition into retirement. A sample of 895 retired respondents rated the importance of factors associated with satisfaction with life and retirement. Regressions and relative weights analyses revealed that a combination of forced/voluntary retirement, health, and desire to do other things and spend time with family are predictive of retirement satisfaction, and also largely of life satisfaction.

Speaker

 **Mihyang An**
Manager, Global Talent Management | PepsiCo

Stability in Interest Variability From Adolescence to Adulthood: A Meta-analysis - (Session ID 615)

4:00 PM – 4:50 PM


CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 23

Authors: Zhang, Y., Chu, C., Hoff, K., & Rounds, J. (2025). Stability in Interest Variability from Adolescence to Adulthood: A Meta-analysis [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The stability of vocational interests has been widely studied, but variability in interest development is often overlooked. A meta-analysis of 49 studies with 20,180 participants examined changes in vocational interest variability from adolescence to adulthood. Variability increases during adolescence (11-18 years), slows during college and emerging adulthood (18-30 years), and stabilizes by adulthood (18-42 years). Both genders experience increased variability across all RIASEC types. Implications, limitations, and future directions of interest variability research are discussed.

Speaker

 **Yifan Zhang**
University of Illinois at Urbana-Champaign

Mentor Functions Revealed: Development of a Mentor Functions Scale - (Session ID 640)

4:00 PM – 4:50 PM


CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 24

Authors: Lezcano, A. M., Kraiger, K., Allen, T. D. & Acosta, D. (2024). Mentor functions revealed: Development of a mentor functions scale [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

To facilitate future research on mentor functions and protégé outcomes, authors develop and validate a psychometrically sound new measure of mentor functions. The new instrument measures 5 mentoring functions—exposure and visibility, challenging assignments, coaching, friendship and confirmation, and role modeling. Analyses across 2 samples show an excellent fit of the model to the data and strong preliminary evidence of convergent and discriminant validity.

Speaker

 **Alyssa Lezcano**
Doctoral Candidate | University of South Florida

Introducing the Curricular Career Spiral: The Development of Social Entrepreneurs - (Session ID 683)

4:00 PM – 4:50 PM


CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 25

Authors: Lin, J. (2024). Introducing the curricular career spiral: The development of social entrepreneurs [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This poster introduces the curricular career spiral that was created as part of a dissertation examining the career development experiences, supports, and barriers of gifted adults who become social entrepreneurs. The curricular career spiral was synthesized from a variety of frameworks including social cognitive career theory (Lent et al., 1994) and the theory of positive disintegration (Dabrowski, 1964/2016). Recommendations are shared for I-O psychologists seeking to develop the careers of social entrepreneurs and of people who are gifted.

Speaker

 **Joi Lin**
Adjunct Professor | University of Denver

Networking Anxiety Motivates Planning Behaviors and Enhances Networking Effectiveness - (Session ID 700)

4:00 PM – 4:50 PM

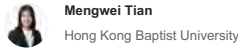
CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 26

Authors: Tian, M., Xu, E., & Huang, Xu. (2024). Networking anxiety motivates planning behaviors and enhances networking effectiveness [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Extant research has demonstrated the benefits of networking, yet a knowing–doing gap persists in networking behaviors, largely due to networking anxiety. Drawing on self-regulation theory, authors challenge the prevailing negative view of networking anxiety, proposing that it can motivate planning and enhance networking effectiveness. Further suggested is that instrumental belief moderates this relationship. Using a filed survey and an experiment, support was found for the hypotheses. Findings reveal the potential benefits of networking anxiety and explained the know–doing gap in networking.

Speaker



Mengwei Tian

Hong Kong Baptist University

Uncovering Gender and Temporal Dynamics: Career Resources Impacting Career Success. - (Session ID 722)

4:00 PM – 4:50 PM

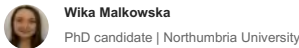
CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 27

Authors: Malkowska, W., Elsey, V., Longstaff, L., & Arnold, J. (2025). Uncovering Gender and Temporal Dynamics: Career Resources Impacting Career Success. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines whether the conservation of resources theory propositions are supported using 3-wave survey data (1 month between measurements) of 543 employed individuals, as analysed via latent growth modelling. Subjective career success fluctuated throughout the 2 months of the study, decreasing in the absence of career resources. Human capital, environmental, motivation, and self-management resources predicted workers' subjective career success over time, but these effects were moderated by gender. Human capital only predicted the objective career success of women, not men.

Speaker



Wika Malkowska

PhD candidate | Northumbria University

First-Generation College Students and Barriers to STEM Careers - (Session ID 959)

4:00 PM – 4:50 PM

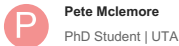
CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 31

Authors: McLemore, P. B., Nandi, S., Martin-Raugh, M. P., Kenworthy, J. B., Watts, L. L. (2025). First-generation college students and barriers to STEM careers [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

First-generation college students (FGCS) face significant barriers in pursuing STEM careers, including academic, social, and financial challenges. This survey study explores the impact of these educational barriers on FGCSs' STEM self-efficacy and outcome expectations, identifying preparedness and confidence as key mediators. The findings underscore the need for tailored interventions to improve FGCSs' pathways into STEM fields.

Speaker



Pete McLemore

PhD Student | UTA

What Makes a Role Model? Examining Perceptions of a Work Peer as a Role Model - (Session ID 1100)

4:00 PM – 4:50 PM

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 3

Authors: Gregory, A., Regina, J., & Allen, T. (2025). What makes a role model? Examining perceptions of a work peer as a role model [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study explores the connection between personality traits (conscientiousness, agreeableness, extraversion) and the perception of a coworker as a role model with gender as a moderator. Perceiving a peer as conscientious, agreeable, or extraverted positively correlates with them being viewed as a role model, whereas gender did not moderate these relationships. These results highlight the significance of certain personality traits in determining role model status and discusses implications for individuals and organizations who can recognize what creates role models.

Speaker



Abigail Gregory

Organizational Consultant | Booz Allen Hamilton

Serial Versus Portfolio Entrepreneurs: The Role of Identity - (Session ID 1303)

4:00 PM – 4:50 PM

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 4

Authors: Asgari, E., Hunt, R. A., & Williamson, G. (2025). Serial Versus Portfolio Entrepreneurs: The Role of Identity [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors investigate whether social identity drives successful entrepreneurs' choice between founding multiple firms in succession (serial entrepreneurship) or running multiple firms simultaneously (portfolio entrepreneurship). It is hypothesized that stronger communitarian social identity (i.e., focus on supporting community) increases likelihood of becoming a portfolio entrepreneur, as retaining ownership enables them to create opportunities for community members. Findings reveal that the communitarian–portfolio link is stronger among ethnic minorities, women, and older entrepreneurs.

Speaker



Elham Asgari

Assistant Professor | Michigan Technological University

How do Vocational Interests Predict Income? A Multisample Investigation - (Session ID 1325)

4:00 PM – 4:50 PM

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 5

Authors: Park, H., Hoff, K. A. & Nye, C. D. (2024). How do vocational interests predict income? A multi-sample investigation [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Although vocational interests are important drivers of career choices, their relationship with income is still unclear. To uncover the main effects and fit effects of interests on income, authors used correlational analyses and polynomial regression. Findings from 3 samples indicated that people with higher enterprising and investigative interests tended to earn higher incomes. Moreover, interest fit was positively associated with income. Overall, this study offers generalizable results about how interests relate to income, with implications for using interest assessments in career guidance.

Work-Related and Nonwork-Related Interests as Antecedents to Informal Mentorships - (Session ID 1366)

4:00 PM – 4:50 PM

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 6

Authors: Goldstein, B. & Scherbaum, C. (2025) Work-Related and Non-Work-Related Interests as Antecedents to Informal Mentorships [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines interests as an antecedent to initiating informal mentorships. Using policy-capturing methodology, the study focused on the impact of non-work-related and work-related interests on the influence of preference and choice for a mentor and mentee. Results were analyzed using regression and repeated measures analysis. Significant findings suggest that an individual has higher preferences for mentors and mentees who match interests compared to when there are no matches, suggesting that individuals could consider similar interests when selecting a mentor or mentee.

Speaker



Benjamin Goldstein
Doctoral Student | Baruch College

The Agency Trap: How Network Leverage Reinforces Social Class Divides - (Session ID 1425)

4:00 PM – 4:50 PM

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 7

Authors: Qi, S. (2025). The Agency Trap: How Network Leverage Reinforces Social Class Divides. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study explores how network behaviors reinforce lower class disadvantages. Across 4 studies (n=2456), findings show that individuals from lower social classes hold less advantageous network positions and exhibit reduced network leverage—defined as searching for, maintaining, and utilizing contacts inside and outside their organizations. Two psychological factors—diminished entitlement and perceived lack of workplace support—mediate the relationship between lower social class and constrained network leverage.

Speaker



Shelly Qi
PhD Candidate | INSEAD

A New Model of Mentor Support Behavior: Development of the Mentor Support Behavior Inventory (MSBI) - (Session ID 1434)

4:00 PM – 4:50 PM

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

CONFERENCE AWARD WINNER

Poster Board # 8

Authors: Zhang, F., Jurado, M. M., & Robertson, M. M. (2025). Mentors as caregivers: development of the Mentor Support Behaviors Inventory (MSBI) [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors developed and validated the Mentor Support Behaviors Inventory (MSBI) using attachment theory to address gaps in existing literature. Study 1 identified 8 behavioral themes categorized into safe haven, secure base, and close esteem dimensions. Study 2 demonstrated moderate to strong content validity evidence, and Study 3 supported an 8-factor model with a single hierarchical support factor. Ongoing Study 4 further investigates MSBI's validity evidence (e.g., criterion-related validity). The MSBI focuses on observable behaviors, advancing mentoring research and practices.

Speaker



Fanyi Zhang
PhD Candidate | Purdue University

Exploring Changes in RIASEC Scores Over Four Generations - (Session ID 1551)

4:00 PM – 4:50 PM

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 11

Authors: Barry, R., Wright, Z., Schroeder, D., (2025). Exploring Changes in RIASEC Scores Over Four Generations [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The aim of this study was to identify potential changes in vocational interests measured by the self-directed search (Holland & Messer, 2013). The MANCOVA showed a statistically significant but negligible effect for generation across all 6 RIASEC scores after controlling for sex and age. Post-hoc tests, however, reveal small to large effects between generations on social, investigative, and conventional interests.

Speaker



Ryan Barry
Researcher | Johnson O'Connor Research Foundation

Career Decidedness, Self-Esteem, an Proactive Behaviors in Marginalized Young Adults - (Session ID 1616)

4:00 PM – 4:50 PM

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 36

Authors: Halim, G., Rubino, C., & Naidoo, L. Career Decidedness, Self-Esteem and Proactive Behaviors in Marginalized Young Adults.

This study examined the relationships among self-esteem, proactive career behaviors (consultation, networking, skill development, and career planning), and career decidedness in a sample of 502 young adults (Mage = 20.3) from historically marginalized backgrounds (low income, 60.6% female, 65.4% Latinx). Results indicated that higher self-esteem was positively associated with proactive career behaviors and career decidedness. Moreover, the positive effect of self-esteem on career decidedness was partially mediated by career planning but not by the other proactive career behaviors.

Speakers



Gabrielle Halim
Graduate Student | California State University, Northridge



Cristina Rubino
Assistant Professor of Managment | California State University, Northridge

Doing What You Love: Profiles and Experiences of Hobby-Inspired Entrepreneurs - (Session ID 1636)

4:00 PM – 4:50 PM

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 35

Authors: Perry, S. J., Rubino, C., & Volpone, S. Doing What You Love: Profiles and Experiences of Hobby-Inspired Entrepreneurs.

Authors uncover the “who and why” of hobby-inspired entrepreneurs, or those who pursue financial reward from an activity first enjoyed solely for fun or respite. To better understand the profiles and experiences of hobby-inspired entrepreneurs, they conducted a qualitative study, followed by an exploratory quantitative study. Uncovered were 5 profiles, which represent key motivations for pursuing hobby-inspired ventures, shedding light into applied psychology theories of fit and stress. Factors driving fit, common stressors, and salient outcomes and definitions of success were uncovered.

Speakers



Sara Perry
Professor of Management | Baylor University



Cristina Rubino
Assistant Professor of Managment | California State University, Northridge

Appraising Organizations' Environmental Actions: Scale Development and Validation - (Session ID 358)

4:00 PM – 4:50 PM

GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES POSTER SESSIONS

Poster Board # 16

Authors: Carruth, N. P., & Stuhlmacher, A. F. (2025). Appraising organizations' environmental actions: Scale development and validation [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors describe the development and validation efforts for the Pro-environmental Organizational Appraisal (POA) that assesses stakeholders' appraisals of an organization's environmental actions. Across 2 samples, the POA was associated with meaningful psychological variables such as organizational attraction, organizational commitment, and turnover intentions. Moderation by stakeholder environmental beliefs was examined and the importance of understanding psychological forces in a system is discussed as key to understanding barriers to increased environmental sustainability in organizations.

Speaker



Nick Carruth
People Analytics Manager | UL Solutions

Lay Person Agreement With the Self-Sacrifice at Work Construct Definition - (Session ID 465)

4:00 PM – 4:50 PM

GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES POSTER SESSIONS

Poster Board # 19

Authors: Lynch, W. & Keith, M. (2024). Lay person agreement with the self-sacrifice at work construct definition. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This research examined lay persons agreement with the construct definition of self-sacrifice at work—behaviors that are voluntary, have forgone self-interest in their action, and require subjective, salient loss. Agreement with this definition was a part of a larger study of the construct. Participants indicated agreement with the 3 definition components through quantitative measures after submitting a qualitative behavioral example. Results indicate that, on average, lay persons do not perceive many of their sacrifice behaviors to be in line with the construct definition.

Speaker



William Lynch
Talent Solutions Intern | AgFirst Farm Credit Bank

Impact of Sharing Observed Unethical Behavior With Partners on Ethical Voice - (Session ID 467)

4:00 PM – 4:50 PM

GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES POSTER SESSIONS

Poster Board # 20

Authors: Chen, A., Mai, K., & Min Ye, Y. (2025). Impact of Sharing Observed Unethical Behavior with Partners on Ethical Voice [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Integrating the sensemaking perspective of ethics, the functional perspective of rumination, and social sharing research, authors theorized and found that the extent of sharing with a partner increases observer rumination about the observed unethical behavior and their tendency to engage in ethical voice at work.

Speaker



Anjier Chen
Assistant Professor | National University of Singapore Business School

Exploring Volunteer Motivation Congruence in Relation to Work Recovery - (Session ID 794)

4:00 PM – 4:50 PM

GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES POSTER SESSIONS

Poster Board # 28

Authors: Gass, J. A. & Calderwood, C. (2024). Exploring Volunteer Motivation Congruence in Relation to Work Recovery [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Using the functional approach to volunteering as a basis, this study investigated volunteer motivation congruence's (e.g., match between motivations to volunteer and the satisfaction of those motivations) implications for work recovery. Career and understanding-based volunteer motives and psychological detachment and mastery experiences were focused on. It was found that career motivation satisfaction predicted less psychological detachment. Agreement between motives and satisfaction was found to be more important than disagreement for predicting mastery experiences.

Speaker



Jessica Gass
Graduate Research Assistant | Virginia Tech

Sustainable Development Goals at the Country Level: Why MNEs Should Care - (Session ID 915)

4:00 PM – 4:50 PM

GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES POSTER SESSIONS

Poster Board # 29

Authors: Dokter, A. H. & Roseboro, A. D. (2025). Sustainable Development Goals at the Country Level: Why MNEs Should Care [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States

Authors examine the relationship between Sustainable Development Goals (SDGs) and firm outcomes from a country level. As mandates increase on corporate social responsibility (CSR), multinational enterprises (MNEs) are recognizing the importance of effective, proper implementation of CSR into their SDGs. Data were obtained from the World Bank to compare 227 territories and multiple variables that measure the 4 dimensions of CSRs. Using structural equation modeling, economic and legal factors were identified as influential on CSRs and SDGs.

Speakers



Abigail Hagood-Dokter
Doctoral Fellow | University of South Alabama



Ashley D. Roseboro
CEO/ Doctoral Fellow | Roseboro Foundation and University of South Alabama

Employee Attitudes: An Interaction of External and Internal CSR - (Session ID 929)

4:00 PM – 4:50 PM

GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES POSTER SESSIONS

Poster Board # 30

Authors: Wituk, E.G., Tresidder, A.H., Khan, A.B., & Van Fossen, J.A. (2025). Employee Attitudes: An Interaction of External and Internal CSR [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Research shows mixed effects of corporate social responsibility (CSR) predicting employee attitudes. Testing contrasting arguments from social identity and social exchange theory, Authors examined how internal and external CSR, along with peer ethical behavior, interact to inform employee attitudes. The study consisted of 334 full-time employees from 33 countries. Results suggested external CSR buffers the relationship between low internal CSR and employee attitudes. Results suggest that organizations should refine initiatives to distinguish between internal and external CSR.

Speaker



Emma Wituk
Teaching Assistant | Clemson University

A Systematic Review of Negative Reactions to Corporate Social Responsibility - (Session ID 969)

4:00 PM – 4:50 PM

GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES POSTER SESSIONS

Poster Board # 32

Authors: Willness, C. R., & Grygoryeva, A. (2024). A Systematic Review of Negative Reactions to Corporate Social Responsibility [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

CSR initiatives can improve a company's image but may also trigger negative reactions. Although most research focuses on positive stakeholder responses, understanding negative reactions is crucial for enhancing CSR credibility, effectiveness, and impact. Authors conducted a systematic review of 65 studies on all available studies on individuals' negative responses to CSR, examining major theories, methodologies, and identifying reactions like skepticism and negative attitudes. A significant gap exists regarding stakeholders beyond consumers, highlighting the need for broader investigation.

Speaker



Anastasia Grygoryeva
Research Assistant | University of Calgary

A Systematic Review of Micro-CSR Meta-Analyses: Progress Made, Blind Spots Revealed - (Session ID 974)

4:00 PM – 4:50 PM

GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES POSTER SESSIONS

Poster Board # 33

Authors: Mughal, H., & Willness, C. R. (2024). A systematic review of micro-CSR meta-analyses: Progress made, blind spots revealed. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors systematically reviewed 29 meta-analyses on corporate social responsibility (CSR) at the individual level to advance our understanding of the field. The findings revealed progress and gaps in the state of the CSR construct and measurement; CSR antecedents, mechanisms, and outcomes; and theories used in CSR. This review highlights the critical role of psychological perspectives in enhancing CSR initiatives and presents actionable insights for further development. This novel and comprehensive "bird's eye view" of the field provides valuable directions for both researchers and practitioners.

Speaker



Hanna Mughal
Haskayne School of Business - University of Calgary

The Path From Surviving to Thriving: Navigating the Workplace After Trafficking - (Session ID 1525)

4:00 PM – 4:50 PM

GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES POSTER SESSIONS

Poster Board # 10

Authors: Thomas, K. N., Mehta, N. M., Reyes, D. L., Adnan, N. H., & Dinh, J. (2025). The Path from Surviving to Thriving: Navigating the Workplace After Trafficking[Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Survivors of human trafficking likely (re)enter the workforce without the necessary skills and resources to support their workplace reintegration. In I-O psychology, there is a paucity of research to guide this process. This study uses a content analysis approach to enhance our understanding of survivors' work experiences and to identify best practices for workplace reintegration and upward mobility. Preliminary analysis has revealed 4 developing themes. Findings can potentially inform the development of targeted selection and training interventions designed explicitly for survivors.

Speaker



Kalifa Thomas
Doctoral Student | University of Houston

Perceptions of Decent Work Within the Information Technology Sector - (Session ID 1560)

4:00 PM – 4:50 PM

GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES POSTER SESSIONS

Poster Board # 12

Authors: Swanson, A. L., Saxena, M., & Khazanchi, D. (2024). Perceptions of Decent Work within the Information Technology Sector [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Through self-report survey field data, authors examined how perceptions of decent work in information technology professions relate to important work outcomes, such as burnout, well-being, job satisfaction, and turnover intentions. Findings indicate that perceptions of decent work among IT workers displayed a significant positive relationship with well-being and job satisfaction, and a significant negative relationship with burnout and turnover intentions. Implications for theory and practice are discussed.

Speaker



Austin Swanson
Graduate Research Assistant | University of Nebraska at Omaha

Doing Good Around the World: Impact of Culture on CSR Engagement and Variability - (Session ID 1631)

4:00 PM – 4:50 PM

GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES POSTER SESSIONS

Poster Board # 2

Authors: Hsu, C.-W. & Hessen, P. R. (2024). Doing good around the world: Impact of culture on CSR engagement and variability [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States

Both national culture and corporate social responsibility (CSR) have been researched extensively, but their intersection has had little research attention. Given the impact of national culture on a wide variety of organizational variables, it is hypothesized that CSR engagement is also impacted by the national culture in which organizations operate. This study utilizes a novel method of measuring CSR engagement (both extent and type) through content analysis and ML-assisted coding to address common measurement issues in the CSR literature and examine cross-cultural differences in CSR.

Speaker



Phoebe Hessen
University of Minnesota

Doing Good Around the World: Impact of Culture on CSR Engagement and Variability - (Session ID 1633)

4:00 PM – 4:50 PM

GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES POSTER SESSIONS

Poster Board # 1

Authors: Hessen, P, Hsu, C. (2024). Doing Good Around the World: Impact of Culture on CSR Engagement and Variability. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Both national culture and corporate social responsibility (CSR) have been researched extensively, but their intersection has had little research attention. Given the impact of national culture on a wide variety of organizational variables, it is hypothesized that CSR engagement is also impacted by the national culture in which organizations operate. This study utilizes a novel method of measuring CSR engagement (both extent and type) through content analysis and ML-assisted coding to address common measurement issues in the CSR literature and examine cross-cultural differences in CSR.

Speakers



Phoebe Hessen
University of Minnesota



Cheng-Wei Hsu

Understanding Leader Identity: Developments in Theory and Practice - (Session ID 791)

4:00 PM – 4:50 PM | Location: 401/402

LEADERSHIP

Authors: Shaughnessy, S. P. (Chair) (2025). Understanding leader identity: Developments in theory and practice [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Amey, R. C. (2025). Memory processes behind leader identity formation—a machine learning approach. Shaughnessy, S. P., Morales, N., Rockwood, J., Japp, P., Romero, M., & Seo, C. (2025). Leader identity in the U.S. Army: Measurement and composition in command teams. Braun, S., Holmes, T., Wojanek, E., Kark, R., Zheng, J., & Sjöberg, M. (2025). Development and Validation of the Leader Impostorism Scale. Epitropaki, O., Nieberle, K., Deng, Y., & Zheng, Y. (2025). Understanding the Triggers of Leader Identity Threat in Work and Non-Work Domains.

Leader identity reflects the aspect of self-concept related to how leaders see and define themselves. As a predictor of leader and organizational effectiveness, it behooves organizational researchers to further develop this construct. This symposium presents advancements in the development of leader identity, its conceptualization and measurement, and contextual factors that influence its malleability over time. Evidence from these papers highlights practical and theoretical implications of leader identity.

Speakers



Tim Holmes
PhD Candidate | Durham University Business School



Mattias Sjöberg
Durham University

Machine Learning for I-O 7.0: Large Language Models for Assessments - (Session ID 733)


4:00 PM – 4:50 PM | Location: 506


MEASUREMENT/STATISTICAL TECHNIQUES


Authors: Hickman, L. (Co-Chair), Liu, M. (Co-Chair). (2025). Machine learning for I-O 7.0: Large Language Models for Assessments [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Speer, A., Delacruz, A. Y., Chawola, T. A., Perrotta, J., & Rudolph, C. (2025). Exploring the validity of open-ended personality assessments with fine-tuned large language models. Yankov, G., Govindan, N. K., & Pletcher, B. (2025). Comparing LLM techniques for scoring assessment center in-basket exercises. Wang, P., Zou, H., Yan, Z., Guo, F., Sun, T., Xiao, Z., & Zhang, B. (2025). Not yet: Large language models cannot replace human respondents for psychometric research. Hurley Bryant, K., Martin Kowal, J., Segall, D., & Kantrowitz, T. (2025). Expertise meets AI: Evaluation of LLM-generated items for high-stakes assessment. Putka, D., Burke, M., Yu, M., Bynum, B., Hernandez, I., & Glerum, D. R. (2025). Using large language models to streamline development and evaluation of SJT content.


The emergence of large language models (LLMs) presents many opportunities for industrial-organizational psychology research and practice. However, empirical research is limited regarding the capacity of LLMs to conduct various assessment-related tasks. This symposium presents 5 papers that research and apply LLMs to core problems of scoring constructs and scale development. The papers provide nuanced validity evidence for using LLMs to score open-ended personality assessments and assessment center roleplays, replace human respondents during scale development and validation, and generate items for a variety of high-stakes tests.


Speakers


- 

Louis Hickman
Assistant Professor | Virginia Tech
- 

Mengqiao Liu
Senior Research Scientist | Amazon
- 

Dan Putka
Chief Scientist | HumRRO
- 

Andrew Speer
Professor | Indiana University - Kelley School of Business
- 

Pengda Wang
Rice University
- 

Georgi Yankov
Principal Research Scientist @ DDI

Enhancing Fidelity in I-O Psychology Research - (Session ID 469)

4:00 PM – 4:50 PM | Location: 603

TECHNOLOGY

Authors: Ikner, B. N. (Co-Chair) & Dickson, M. W. (Chair) (2025). Enhancing Fidelity in IO Psychology Research [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Moore, H. I. (2024). Creating High-Fidelity Asynchronous Video Interview Experiments. Rowley, S. J. (2024). I Think I'll Pursue This Organization: Needs Messaging in Job Descriptions. Stryker, S. R., Kang, B. Y., & Outland, N. (2024). Designing a Virtual Environment for Examining Human-Robot Interactions.

High-fidelity research in I-O psychology (e.g., simulations) bridges the gap between research settings and real-world application, providing more valid, actionable insights for organizations. This symposium showcases innovative examples of high-fidelity research from the selection/assessment domain and highlights novel ways in which researchers enhance psychological and environmental fidelity within their study's design. Though primarily intended for academics, this session invites all attendees to learn about the importance of high-fidelity methods in bridging the science–practice gap.


Speakers

- 

Marcus Dickson
Professor of Organizational Psychology, Director of I/O MA Program, Director of APORG | Wayne State University
- 

Brittany Ikner
Graduate Student Instructor | Wayne State University
- 

Shannon Rowley
Future of Work Institute (FOWI)
- 

Sierra Stryker
University of Georgia
- 

Hayley Moore
Postdoctoral Researcher | IÉSEG School of Management

Good Grief: Rethinking Workplace Policies and Practices to Support Bereaved Employees - (Session ID 783)


4:00 PM – 4:50 PM | Location: 207


OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING


Authors: Bergeron, D. M. (Chair). (2025). Research-Practice Incubator. Good grief: Rethinking workplace policies and practices to support bereaved employees. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference. Denver, CO, United States.

Bereavement (i.e., the loss of someone significant to death) has a significant impact on employee well-being, and yet, surprisingly, it is a seldom-explored topic in the organizational sciences. This symposium covers the prevalence of bereavement in the workplace, the impact of bereavement, bereavement leave, and workplace practices on employee outcomes (e.g., work engagement, fairness perceptions, organizational commitment), and how organizations can better support bereaved employees. A facilitated Q&A will conclude the session, allowing for attendee participation and sharing.

Speakers

- 

Dr. Diane M. Bergeron
Senior Research Scientist | Center for Creative Leadership
- 

Zach Ngo
Sr. Analyst, Talent Selection & Assessment | United Airlines
- 

Jessica Zalewski
Senior Analyst of Talent Management | DICK'S Sporting Goods

Partner Showcase: Berman Leadership Development - Executive Coaching in Organizations: Leveraging the Business Context to Inform Practice

4:00 PM – 4:50 PM | Location: 301

SPONSORED

Context is essential to executive coaching. Traditional coaching emphasizes individual goals, specific role characteristics, and personal styles. These are only some of the many aspects needed to add value to senior leaders. Executive coaches need to understand the industry, the organization, and the stakeholders to provide unique and targeted insights throughout the coaching engagement. This partner showcase will explore how we leverage these multiple frameworks and apply them to a case study in an interactive session designed to build the capability of coaching psychologists at all levels.

Speakers



Bill Berman

Berman Leadership Dev't



Scott Serviss

COO | Berman Leadership Development

How Do We Ask, and Will We Listen? Implementing Your Employee Listening Strategy - (Session ID 1603)

5:00 PM – 5:50 PM | Location: 603

JOB ATTITUDES/ENGAGEMENT

Authors: Wittorp, D. (Chair), Blanshteyn, V. (Panelist), Brooks, L. (Panelist), Colton, C. (Panelist), Cunningham, S. (Panelist), Moye, M. (Panelist), Nesnidol, S. (Panelist). (2024). How do we ask, and will we listen? Implementing your employee listening [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session will help advance your organization's listening strategy through a 3-stage framework: getting started, putting plans into motion, and turning insights into action. Organizations across retail, software, manufacturing, and oil/gas industries will share practical insights. After brief presentations, the session will shift to breakout groups aligned to the 3 stages where panelists will provide details and answer questions. Attendees do not need to join all 3 breakout groups but rather focus on those that best match where their company is in its listening journey.

Speakers



Victoria Blanshteyn

Manager, Employee Voice | Chevron



LeVonte Brooks

People Analytics Business Partner | Udemy



Cassie Colton

AI for HR and People Science Lead | Owens Corning



Melinda Moye

Head of Early-in-Career & Professional Organizations | John Deere



Danielle Wittorp

People Science Leader | Owens Corning



Sydnie Cunningham

Johnson & Johnson



Sami Nesnidol

Principal Organizational Psychologist, People Analytics & Insights | Target

Town Hall: Talent Executives' Perspectives: How I-Os Can Better Serve Organizations - (Session ID 842)

5:00 PM – 5:50 PM | Location: 205

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Battista, M., (Panelist), Benson, M., (Panelist), Collins, L.G., (Chair), Kleinman, M., (Panelist), Morris, M., (Moderator), & Tonken, M., (Moderator). (2024). Talent Executives' Perspectives: How I-Os Can Better Serve Organizations [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The workplace is evolving rapidly, driven by remote and hybrid work, a growing focus on employee well-being, psychological safety, and the increasing role of AI in talent management. Organizations also face challenges in leadership development, coaching, managing economic uncertainty, and creating inclusive cultures that foster diversity. This session brings together senior talent leaders from GE Aerospace, IGT, and NetApp to explore these trends and how I-O psychologists can better address the changing needs of organizations, advancing SIOP's mission.

Speakers



Mariangela Battista

VP, Global Head of Talent Management | IGT



Michael Benson

Chief Talent Officer, GE Aerospace | GE Aerospace



Lynn Collins

Head of Assessment for North America | BTS



Matt Kleinman, Ph.D.

BTS



Mark Morris

Affiliate Professor - Foster School of Business | University of Washington

After Assessment Implementation: Adoption, Maintenance, and Optimization - (Session ID 711)

5:00 PM – 5:50 PM | Location: 304

TESTING/ASSESSMENT

Authors: Mirando, T. (Chair), Cucina, J., Mellek, T., Sizemore, S., Slezak, T., Tomeh, D. (2024). After Assessment Implementation - Adoption, Maintenance, and Optimization [Alternative Session Type]. Society for Industrial Organizational Psychology Annual Conference, Denver, CO, United States.

Preemployment assessments are often validated, implemented, and forgotten with little guidance on best practices to maintain the assessment postimplementation. This session will provide guidance on best practices for monitoring and maintaining various types of assessments. Panelists will present methods for ensuring that a test is functioning as intended and continuing to provide accurate insights to important, job-related KSAOs. Methods discussed include item and test performance and optimization, adverse impact, renorming assessments, and preventing item leakage among other topics.

Speakers



Jeffrey Cucina

Personnel Research Psychologist | U.S. Customs and Border Protection



Tyler Mirando

Senior I/O Psychologist | HackerRank



Shane Sizemore

I/O Psychologist - Scientist III | DCS Corp



Tyler Slezak

Senior IO Psychology Consultant | HireVue



Dana Tomeh

Research Scientist - Global Hiring Science | Amazon



Tony Mellek

Head of Assessment Advisory | Codility

Invited: COI - Workscapes: An Art Exhibition for I-Os at SIOP - (Session ID 1676)




5:00 PM – 5:50 PM | Location: 708/710/712

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Ikner, B. N. (Facilitator). Chawota, T. Bishop, L. & Brown, S. G. (2025). Community of Interest: "Workscapes". Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

"Workscapes" invites attendees to rest and recover from the day's sessions by indulging in the creativity of fellow I-O psychologists. In this art exhibition, attendees will immerse themselves in a creative experience through the freelance art of I-O faculty, students, and practitioners. Whether you are a researcher or practitioner, Workscapes promises to spark meaningful conversations about creative gig work, the role art may play in recovering from one's regular day-to-day work, and the value that science-practitioners bring to even the most nonscientific domains.

Speakers

- **Brittany Ikner**
Graduate Student Instructor | Wayne State University
- **Lora Bishop**
Graduate Assistant | DePaul University
- **Takudzwa Chawota**
Graduate Teaching Assistant | Wayne State University

Unlocking Team Success: The Power of Behavior-Focused Strategies for High Performance - (Session ID 1613)


5:00 PM – 5:50 PM | Location: 401/402

LEADERSHIP

Authors: • Edmondson, A. (1999). Psychological safety and learning behavior in work teams. Administrative Science Quarterly, 44(2), 350-383. • Bell, S. T. (2007). Deep-level composition variables as predictors of team performance: A meta-analysis. Journal of Applied Psychology, 92(3), 595-615. • Wageman, R., & Donnenfeld, D. (2007). The team diagnostic survey: Development of an instrument. The Journal of Applied Behavioral Science, 43(1), 96-118.

Discover how focusing on team behaviors can unlock high performance and collaboration. This session explores behavior-driven strategies used by top organizations to improve team dynamics and drive success. Through real-world simulations, case studies, and actionable insights, attendees learn how to set behavioral expectations, build accountability, and foster trust within teams. Join the presenters to gain practical tools you can implement immediately to create more effective and cohesive teams.

Speaker

- **Steve Garguilo**
Culture at Science-Led Companies | Cultivate

Breaking the Norm: Exploring Alternative Career Paths for I-O Psychologists - (Session ID 847)






5:00 PM – 5:50 PM | Location: 207

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: Valentine, A., Heil, M., Hess, J., Leasher, M., & Mirtich, J. (2025). Breaking the Norm: Exploring Alternative Career Paths for I-O Psychologists [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

As the field continues to evolve, opportunities for I-O psychologists are expanding beyond traditional paths in consulting and academia. This panel aims to showcase a range of exciting and unconventional career options for I-O psychologists, highlighting the innovative ways the skillset can be applied across various sectors such as finance, healthcare, and nonprofit organizations.

Speakers

- **Michael Heil**
Vice President, Assessments Team | JPMorganChase
- **Justin Hess**
Director, Talent Assessment | Capital One
- **Megan Leasher**
Cincinnati Children's Hospital & Medical Center
- **John Mirtich**
Vice President, Strategic Solutions | Talogy
- **Andrea Valentine**
HR Business Partner | Merck

Diversity, Equity, and Inclusion Practitioner Perspectives - (Session ID 301)



5:00 PM – 5:50 PM | Location: 407

INCLUSION/DIVERSITY

Authors: Cox, C. B. (Chair), Barron, L. G. (Chair), Miller, C. D., Oki, T., Singh, P., & Wilson, K. (2025). Diversity, Equity, and Inclusion Practitioner Perspectives: Lessons Learned [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Despite recent backlash, the DEI landscape offers opportunities for collaboration between scholars and practitioners. This panel, featuring insights from the book Diversity, Equity, & Inclusion Insights in Practice, brings together 5 seasoned practitioners to discuss navigating resistance and creating impactful DEI initiatives. Attendees will explore strategies for maintaining progress in the face of adversity and learn why DEI is more important now than ever for organizational success. The session will foster connections and bridge the academic-practitioner gap to drive lasting change.

Speakers

- **Dr. Cody B. Cox**
St. Mary's University
- **Mr. Tunji Oki**
Senior Manager, Talent Analytics | Netflix

Best Practices in Conducting Research With Hard-to-Reach Populations - (Session ID 1054)

5:00 PM – 5:50 PM | Location: 403/404

INCLUSION/DIVERSITY

Authors: Mundada, I. S. (Chair), Doyle, N., Hebl, N., Kandola, B., McGonagle, A. (2025). Best Practices in Conducting Research with Hard-to-Reach Populations [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This panel will explore best practices for conducting organizational research with hard-to-reach populations including neurodiverse individuals, ethnic/religious minorities, refugees, and individuals with disability and chronic illness. Expert panelists will discuss key methodological challenges, cultural competence, and ethical considerations to uphold scientific rigor when studying these populations. Attendees will gain practical guidance on conducting rigorous, ethical, and impactful organizational research that truly reflects the complex realities of today's workforce.

Speakers



Michelle (Mikki) Hebl
Professor | Rice University



Alyssa McGonagle
Associate Professor | UNC Charlotte



Indra Mundada
Ph.D. Candidate | People Analytics | Workforce Optimization | Hofstra University



Herman Aguinis
Avram Tucker Distinguished Scholar and Professor of Management | George Washington University

Engaging Community Members in the Evaluation of Performance for Police - (Session ID 1017)

5:00 PM – 5:50 PM | Location: 605

TESTING/ASSESSMENT

Authors: Howard, Z. (Chair), Beckles, K., Modeste, R., & Raymond, E. (2025). Revolutionizing Performance Management For Police and Community Members [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Performance management provides direction for organization on leadership development, rewards and recognition, and strategic planning. However, performance management in policing is highly dependent on numbers, which has resulted in a misalignment between law enforcement and the community. This proposal discusses how community members can be leveraged in the job analysis process to develop performance management tools that reflect behaviors sought by community members. How the I-O psychology skillset can be applied to implementing community policing will be discussed.

Speakers



Zion Howard
Founder | Insights Unlimited



Rajanique Modeste
CEO | Vestigia Organizational Strategies

The Three C's of Remote & Hybrid Work: Connection, Communication, & Culture - (Session ID 763)

5:00 PM – 5:50 PM | Location: 405/406

JOB ATTITUDES/ENGAGEMENT

Authors: Agassian, R., Garry, A., O'Brien, M., Brown, M., Davoudzadeh, P., & Rumely, J. (2025). The Three C's of Remote & Hybrid Work: Connection, Communication, & Culture [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Panelists will explore reasons for returning employees to the office and explore to what extent communication, connectedness, and organizational culture can be effectively maintained in remote and hybrid environments.

Speakers



Regina Agassian
Human Capital Consultant | Deloitte



Pega Davoudzadeh, M.A., Ph.D.
Senior Researcher | Atlassian



Andrea Garry
Human Capital Manager | Deloitte Consulting



Meghan O'Brien
Global Head of Workplace Sentiment | S&P Global

Combating Bad Actors in Surveys Using Researchers, Reviewers, and Recruitment Panels - (Session ID 1004)

5:00 PM – 5:50 PM | Location: 507

MEASUREMENT/STATISTICAL TECHNIQUES

Authors: Regina, J. (Co-Chair), Waiwood, A.M. (Co-Chair), Eby, L.T., Kell, H., & Moss, A.J. (2025). Combating Bad Actors in Surveys Using Researchers, Reviewers, and Recruitment Panels [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session provides a guided forum to discuss how researchers, reviewers, and recruitment panels can combat challenges related to survey data collection brought forth by technological advances. Topics include best practices on how to report data quality checks and leverage existing tools (methodological, statistical, and within panel recruitment services) to ensure published and applied I-O research reflects genuine, attentive, and appropriately eligible samples, minimizing the participation of bots and bad actors. Questions and commentary will be provided by the co-chairs and audience.

Speakers



Lillian Eby
Distinguished Research Professor | University of Georgia



Harrison Kell
Principal Scientist | HumRRO



Aaron Moss
Senior Research Scientist | CloudResearch



Joseph Regina
Assistant Professor of Management | Rutgers School of Business Camden



Aashna Waiwood
Lead Research Scientist | United States Department of Defense

Communicating the Value of I-O Interventions to Challenging Stakeholders - (Session ID 1213)

5:00 PM – 5:50 PM | Location: 501/502

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Smith, A., Hack, E., Liu, V., Braley, L., Rush, R. (2025). Communicating the value of IO interventions to challenging stakeholders [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Even with long-standing empirical basis for many I-O methods and interventions, organizational stakeholder groups often do not see the face value or utility for these approaches in applied settings and may resist their use. To explore this challenge, 4 panelists representing consulting, academia, military, and industry contexts will discuss examples where they have successfully demonstrated and communicated the value of I-O interventions to challenging stakeholders who have shown active resistance to adopting these approaches.

Speakers



Laura Braley

Director, Global Talent & Performance Management | Ahold Delhaize



Elissa Hack

United States Air Force Academy



Weiwei Liu

Principal Consultant | Korn Ferry



Ryan Rush

Consultant, Corporate Solutions | Hogan Assessment Systems



Adam Smith

Instructor | Harvard University

Curating Meaningful Internship Experiences for Both the Organization and the Intern - (Session ID 468)

5:00 PM – 5:50 PM | Location: 201

TEACHING I-O PSYCHOLOGY/STUDENT AFFILIATE ISSUES/PROFESSIONAL DEVELOPMENT

Authors: Yu, S. B. (Co-Chair), Den Houter, K. M. (Co-Chair), Albert, M., Alenick, P., Blue, A., Bologna, D., Patel, K., (2025). Curating Meaningful Internship Experiences for Both the Organization and the Intern. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session will create a space for conversation on how organizations can curate meaningful internship experiences that will both benefit the company and position interns for long-term success. A diverse group of scientist-practitioners from Gallup, Google, Ford, PepsiCo, and Proctor & Gamble—many of whom previously interned with their current employer—will share personal experiences, best practices, and practical recommendations for designing and running successful internship programs that can support a larger talent strategy.

Speakers



Melissa A. Albert

Senior Employee Experience Analytics Specialist | Ford Motor Company



Paige Alenick

People Analytics Researcher | Google



Anthony Blue

Gallup Inc.



Kate Den Houter

Research Associate | Gallup



Kajal Patel

Manager - TM | PepsiCo



Sabrina Yu

Doctoral Student | Bowling Green State University

Beyond the Interface: Advanced LLM Practices in I-O Research - (Session ID 688)

5:00 PM – 5:50 PM | Location: 505

TECHNOLOGY

Authors: Zhu, Y. E., (Co-Chair), Wang, Y. (Co-Chair), Huang, Y., Justenhoven, R., Nie W., Tschope, N. Zhang, Y. (2025). Beyond the interface: Advanced LLM practices in I-O research [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This panel session aims to share practices of conducting LLM research and operations in scalable and reproducible ways. The panelists will showcase how industrial-organizational psychologists can use LLM in their research beyond manually testing individual prompts in a user interface or making individual API calls. Topics include building dynamic few shot examples, conducting experiments to build RAG chatbots, systematically evaluating LLM predictions and detecting hallucinations using LLM agents, and so on.

Speakers



Yuyun Huang

ML/NLP Expert | Aon



Richard Justenhoven

Chief Measurement Strategist | Welliba



Weiwen Nie

Research Consultant | Hogan Assessments



Yi Wang

Senior Consulting Scientist | APTMetrics



Yizhen Egin Zhu

Machine Learning Scientist - Global Hiring Science | Amazon



Zoe (Yuyan) Zhang

Director, Solutions Delivery | APTMetrics

Humans Wanted: Non-Artificial-Intelligence Components of Assessment - (Session ID 1265)

5:00 PM – 5:50 PM | Location: 601

TECHNOLOGY

Authors: Trevino, S., (Co-Chair), Gentry, C. (Co-Chair), Curnow, C., Blair, M., Oppler, S., Ainslie, G. (2025). Humans wanted: Non-artificial intelligence components of assessment [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This panel discussion explores the evolving role of AI in assessment development and highlights the essential components that still require human involvement. As the field of assessment increasingly embraces AI for tasks such as item creation, questions arise about the elements that must remain human led. Expert panelists will share their insights on balancing AI-driven methodologies with the indispensable human touch, ensuring that the integrity of assessments is maintained. Participants will engage in a dialogue about the current and future implications of these dynamics.

Speakers



Genevieve Ainslie

Principal Scientist | HumRRO



Coleman Gentry

Research Associate | HumRRO



Scott Oppler

HumRRO



Sara Trevino

Senior Scientist | HumRRO



Taylor Sullivan
Head of Assessments | Workera

Work Hard, Play Smart: Fostering Training and Development through Play-Based Methods - (Session ID 1476)

5:00 PM – 5:50 PM | Location: 506

TESTING/ASSESSMENT

Authors: Chawota, T. A., (Co-Chair), Wilcox, A. C., (Co-Chair)., Brown, S. G. (Chair)., Dickson, M. W., Sanchez, D. R. & Smith, S. M. (2025). Work Hard, Play Smart: Fostering Learning and Development through Play-Based Methods [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

In this session, authors will discuss how play-based methods support training and development. Based on their research and practical experiences, panelists will share insights about how play-based methods (e.g., escape rooms, improv, game-based learning) bolster learning and development outcomes.

Speakers



Shanique Brown
Assistant Professor | Baruch College, CUNY



Takudzwa Chawota
Graduate Teaching Assistant | Wayne State University



Marcus Dickson
Professor of Organizational Psychology, Director of I/O MA Program, Director of APORG | Wayne State University



Diana Sanchez
Associate Professor | San Francisco State University



Samantha Smith
Facilitator | Second City Works

Poster Sessions: Personality and Strategic HR/Utility/Changing Role of HR

5:00 PM – 5:50 PM | Location: Mile High Ballroom

PERSONALITY

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

POSTER SESSIONS

Executive Presence: Personality Is the X-Factor! - (Session ID 162)

5:00 PM – 5:50 PM

PERSONALITY

POSTER SESSIONS

Poster Board # 2

Authors: Lemming, M. R., Fain, E., & Castillo, S. (2025). Executive presence: Personality is the X-Factor! [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Executive presence differs from leader to leader and is an important component of team performance. Conducting a competency mapping and using synthetic meta-analyses of job components, authors investigated personality relationships with executive presence related competencies. They provide practical implications and discuss areas for future research on personality's impact on what drives a leader's executive presence.

Speaker



Matt Lemming
Director, Knowledge & Infrastructure | Hogan Assessments

Digital Mindset: Through the Lens of Personality - (Session ID 173)

5:00 PM – 5:50 PM

PERSONALITY

POSTER SESSIONS

Poster Board # 3

Authors: Lemming, M. R., Muller, L., & Koelblin, J. (2025). Digital mindset: Through the lens of personality. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Having a "digital mindset" involves a complex set of behaviors that may bring a competitive advantage to leaders who best embrace the concept. Conducting a competency alignment and mapping using synthetic meta-analyses of job components, authors investigated personality relationships with digital mindset related competencies. They provide practical implications and discuss areas for future research on personality's impact on what drives a leader's digital mindset.

Speaker



Matt Lemming
Director, Knowledge & Infrastructure | Hogan Assessments

Do Preemployment Personality Tests Disadvantage Autistic Individuals? - (Session ID 183)

5:00 PM – 5:50 PM

PERSONALITY

POSTER SESSIONS

Poster Board # 18

Authors: Moon, B., Daljeet, K. N., Bourdage, J. S., & McCrimmon, A. W. (2025). Do Pre-Employment Personality Tests Disadvantage Autistic Individuals? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors investigate potential sources of adverse impact of preemployment personality tests against autistic individuals. In a matched multinational sample (N = 2898), formally diagnosed and self-identifying autistic individuals, and nonautistic individuals completed the self-report HEXACO-100. Scalar invariance was found across autistic identities, but there were substantial mean trait differences that may drive adverse impact toward both formally diagnosed and self-identifying autistic individuals. Recent concerns about these tests disadvantaging autistic individuals may have some merit.

Speaker



Benjamin Moon
PhD Candidate | University of Calgary

Identifying Key Personality Characteristics for Leadership Effectiveness - (Session ID 204)

5:00 PM – 5:50 PM

PERSONALITY POSTER SESSIONS

Poster Board # 19

Authors: Granillo-Velasquez, K. E., Ortega, A. M., Thomas, K. N., & Reyes, D. L. (2025). Identifying Key Personality Characteristics for Leadership Effectiveness [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors examined the relationship between 28 personality characteristics and leadership effectiveness. The objective was to identify the most critical characteristics using a large and diverse sample while employing methodologies that directly compare these characteristics against each other. Through the use of multiple statistical methodologies, the examination indicated that the characteristics most strongly associated with leadership effectiveness were interpersonal sensitivity, excitability, colorfulness, and altruism.

Speaker



Alyssa Ortega
University of Houston

Remote Working: The Role of Personality in Predicting Performance - (Session ID 288)

5:00 PM – 5:50 PM

PERSONALITY POSTER SESSIONS

Poster Board # 1

Authors: Lemming, M. R., Muller, L., & Koelblin, J. (2025). Remote working: The role of personality in predicting performance. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

With the shift to remote workforces, companies are investing more resources into hiring and developing the right employees for these fully remote/hybrid roles. Authors conducted a competency alignment, mapping, and used synthetic meta-analyses of job components to investigate personality relationships with remote working competencies. They provide practical implications and discuss areas for future research on personality's impact on predicting remote work effectiveness.

Speaker



Matt Lemming
Director, Knowledge & Infrastructure | Hogan Assessments

Autonomous or Dependent Mentoring of Proactive Mentees? Role of Information Seeking - (Session ID 473)

5:00 PM – 5:50 PM

PERSONALITY POSTER SESSIONS

Poster Board # 35

Authors: Chen, N., Wang, H.J., Li, Z.Y. & Crant, J. M. (2025). Autonomous or dependent mentoring of proactive mentees? Role of information seeking. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States

Using survey data from 282 newcomers of 6 waves, along with archival performance and turnover data, it was found that (a) proactive personality was positively related to information seeking; (b) information seeking was positively and reciprocally related to autonomous (but not dependent) mentoring helping behavior over time; (c) both proactive personality and autonomous mentoring helping behavior were positively and indirectly related to job performance via information seeking; and (d) information seeking was negatively and indirectly related to turnover via autonomous mentoring helping behavior.

Speaker



Nancy Chen
Professor, Associate Dean (Research and Postgraduate Studies) | Lingnan University

The Role of Self-Concept in Self-Control Dilemmas - (Session ID 495)

5:00 PM – 5:50 PM

PERSONALITY POSTER SESSIONS

Poster Board # 21

Authors: Milosevic, M., Converse, P.D., Ponto, S.J., & Vande Brink, K. (2025). The role of self-concept in self-control dilemmas [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This research investigated the relationships between domain-specific self-concepts, goals, temptations, and conflict in self-control dilemmas. It was found that self-concept influences goal importance and temptation strength when both are in the same self-concept domain. In addition, self-concept indirectly shaped the experience of conflict in self-control dilemmas through goals and temptations. When goals and temptations were associated with different self-concept domains, results were mixed, suggesting that this area could benefit from further research.

Speaker



Mina Milosevic
Research Scientist | Florida Institute of Technology

The Big Five Inventory-2 in Korea: A Validation Study in Two Diverse Samples - (Session ID 506)

5:00 PM – 5:50 PM

PERSONALITY POSTER SESSIONS

Poster Board # 22

Authors: Choi, J., Kim, N., Zhang, B., Park, S., Cho, S., Sohn, Y., Soto, C.J., & John, O.P. (2025). The Big Five Inventory-2 in Korea: A validation study in two diverse samples. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study aimed to enhance the BFI-2's cultural accessibility by translating it into Korean and validating it in 2 South Korean samples: full employees and college students. The Korean BFI-2 exhibited good reliability (test-retest reliability, Cronbach's alpha) and construct validity (convergent/discriminant validity), as well as criterion-related validity across various outcomes. Authors also compared its psychometric properties with the original English and Chinese versions, confirming its comparability. Overall, the Korean BFI-2 is a reliable and valid personality measure for researchers.

Speaker



Jinsoo Choi
University of Illinois at Urbana-Champaign

Emotionally Stable: Personality Score Stability Over Time and Across Emotions - (Session ID 532)

5:00 PM – 5:50 PM

PERSONALITY POSTER SESSIONS

Poster Board # 23

Authors: Stewart, J. W., & Dabdoub, A. (2025). Emotionally Stable: Personality Score Stability Over Time and Across Emotions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study investigated the impact of state affect on personality assessment scores over time and across emotions. Participants (n = 235) were randomly assigned to 1 of 4 emotion manipulation conditions: amusement, calmness, anger, or sadness. Assessment occurred over 2 time periods, the latter of which included emotion manipulation. Results provide evidence to support the notion that personality assessments are robust to the effects of transient emotional states and time, providing confidence in their use for organizational purposes.

Speaker



Joseph W. Stewart
Ph.D. Candidate | University of Oklahoma

The Power of Psychological Safety in Asking for Help: A Personality Perspective - (Session ID 545)

5:00 PM – 5:50 PM

PERSONALITY POSTER SESSIONS

Poster Board # 24

Authors: McDuffie, J.W., Tracy, M.M., Hall, D.Y., & Mehta, N.M. (2025). The Power of Psychological Safety in Asking for Help: A Personality Perspective [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors examined the mediating role of psychological safety in the relationship between personality and autonomous and avoidance help-seeking behaviors. Results indicate psychological safety mediates the relationship between personality's dark side moving away cluster and autonomous help seeking and avoidance of seeking help. Individuals higher in the moving away cluster perceived lower psychological safety in their organization leading to increased avoidance behaviors. Individuals lower on the moving away cluster perceived greater psychological safety leading to enhanced autonomous behaviors.

Speaker



Meaghan Tracy
Graduate Teaching Assistant and Doctoral Student | Purdue University

Using Personality Profiles in Predicting Job Performance: A Person-Centered Approach - (Session ID 613)

5:00 PM – 5:50 PM

PERSONALITY POSTER SESSIONS

Poster Board # 25

Authors: Camacho, B., Conte, J. M., & Jacobs, R. R. (2025). Utilizing personality profiles in predicting job performance: A person-centered approach [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study investigated the person-centered approach of personality in an organizational setting. Five personality profiles were established amongst a sample of 1,021 police officers using latent profile analysis (LPA). These profiles were labeled the resilient, highly resilient, overcontrolled, highly overcontrolled, and flexible. The results showed that the resilient profile was the strongest predictor of contextual job performance, including dimensions like "relations with others," as well as task performance areas such as "responding to and investigating crimes."

Speakers



Brianna Camacho
Personnel Research Analyst | City of Los Angeles



Jeff Conte
Associate Professor | San Diego State University

Personality and Generative AI Use at Work - (Session ID 622)

5:00 PM – 5:50 PM

PERSONALITY POSTER SESSIONS

Poster Board # 26

Authors: Mendis, T. N., Pollack, T., Bradley-Geist, J., & Kaplan, S. (2025). Personality and generative AI use at work [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Personality has been shown to predict the use of technology. This study examined whether personality aspects predict different motivations for using generative AI (GAI) at work. Findings indicate that aspects are differentially related to particular motivations for using GAI.

Speaker



Thisali Mendis
PhD student | George Mason University

Factors Predicting Burnout in Medical Residents - (Session ID 684)

5:00 PM – 5:50 PM

PERSONALITY POSTER SESSIONS

Poster Board # 27

Authors: Ross, D. & Kuncel, N. R. (2024). Factors Predicting Burnout in Medical Residents [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Medical residency is widely described as a stressful time, and research has shown that residents are at great risk of burnout, which leads to several negative outcomes. In this meta-analysis, authors explored the relationships among 10 different personality factors and burnout. Mindfulness (r = -.36) and self-compassion (r = -.41) had moderately negative associations with burnout, in addition to other effects that suggest the benefits of interventions for residents to protect against burnout.

Speakers



Nathan Kuncel
Marvin D. Dunnette Distinguished Professor | University of Minnesota



Delaney Ross
University of Minnesota

Personality and Entrepreneurial Intentions: The Moderating Effect of Work Ethic - (Session ID 766)

5:00 PM – 5:50 PM

PERSONALITY POSTER SESSIONS

Poster Board # 28

Authors: Meriac, J. P., Gorman, C. A., Merritt, S. M., & Aplin-Houtz, M. (2025). Personality and Entrepreneurial Intentions: The Moderating Effect of Work Ethic [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Entrepreneurship has become a popular career choice in recent years. This research examined the interactions between extraversion and openness to experience with work ethic in predicting entrepreneurial intentions. Centrality of work moderated the relationship between openness to experience and entrepreneurial intentions, where the effects were positive and stronger for individuals with a high level of work ethic, and nonsignificant for individuals with low levels of work ethic. However, the interaction between centrality of work and extraversion was nonsignificant.

Speaker



John Meriac
University of Missouri - St. Louis

Affective Disposition and Withdrawal: A Meta-Analysis - (Session ID 960)

5:00 PM – 5:50 PM

PERSONALITY POSTER SESSIONS

Poster Board # 30

Authors: Hazboun, M. & Ones, D. S. (2025). Affective Disposition and Withdrawal: A Meta-Analysis. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors meta-analytically examined positive and negative affect's (PA & NA) relations with withdrawal behaviors and cognitions across 85 studies. NA was found to be the stronger predictor, but large relations were found for both. Neither predicted tenure or turnover well. Both displayed their strongest relations with global withdrawal.

Speaker



Michael Hazboun
Graduate Student | University of Minnesota- Twin Cities

Who Wants to Work Remotely? Personality and Attitudes About Remote and In-Person Work - (Session ID 972)

5:00 PM – 5:50 PM

PERSONALITY POSTER SESSIONS

Poster Board # 31

Authors: Ivory, S. L. & Meyer, R. M. (2024). Title of a poster [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Remote work has become a hot-button issue for organizations, but it is still not clear what drives a person's preference for remote or in-person work. This research explores the relationship between one's personality (implicit affiliation motive and extraversion) and their attitudes about remote and in-person work. Results suggest extraversion is related to attitudes about remote and in-person work, via one's desire for friendship at work. Authors also explore the strength of this relationship in comparison to the role of various demographic factors.

Speaker



Susannah Ivory
Pennsylvania State University

The Rich Personality: A Meta-Analysis of Personality Traits and Economic Status - (Session ID 1091)

5:00 PM – 5:50 PM

PERSONALITY POSTER SESSIONS

Poster Board # 4

Authors: Li, L., & Zhang, B (2025). The rich personality: A meta-analysis of personality traits and economic status [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study provides the first comprehensive meta-analytic review to date of the relationship between the Big 5 personality traits and economic status. Analyzing 203 samples from 155 studies (N = 1,080,291), it was found that neuroticism ($r = -0.101$) and agreeableness ($r = -0.038$) were negatively associated with economic status, whereas openness ($r = 0.062$), conscientiousness ($r = 0.072$), and extraversion ($r = 0.070$) showed positive associations. Moderation analyses suggested that these relationships varied depending on sample characteristics, study design, and measures.

Speaker



Lingyue Li
University of Illinois Urbana-Champaign

Extraversion, Neuroticism, and Positive Emotion Regulation for Complex Skill Learning - (Session ID 1134)

5:00 PM – 5:50 PM

PERSONALITY POSTER SESSIONS

Poster Board # 5

Authors: Kittelson, M.A., North, M. N., Day, E. A., Colopy, C., Troxell, A., Carter, A., Rockwood, J., Rice, J. D., & Lue, J. (2025). Extraversion, neuroticism, and positive emotion regulation for complex skill learning [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Employees must regulate their emotions when learning. Personality may affect this process. This study leveraged qualitative data from 206 students engaging in emotion regulation interventions focusing on positive emotions while learning a complex computer game to examine how personality predicts emotion control strategy endorsement. Authors tested hypotheses regarding relationships between extraversion, neuroticism, upregulation of positive emotions (i.e., positive activating and deactivating), and downregulation of negative emotions. Logistic regression results were mixed given the hypotheses.

Speaker



Maddison North
Graduate Research Assistant | University of Oklahoma

Mind the Unknown: Conceptual Development and Validation of the Uncertainty Mindset - (Session ID 1206)

5:00 PM – 5:50 PM

PERSONALITY POSTER SESSIONS

Poster Board # 6

Authors: Magni, F., Gerlach, A., Pfrombeck, J., Strittmatter, L.E., Zaniboni, S., & Grote, G. (2024). Mind the Unknown: Conceptual Development and Validation of the Uncertainty Mindset.

We propose the uncertainty mindset (UM)—one’s basic belief about the nature of uncertainty—as a new, multi-faceted construct encompassing beliefs about uncertainty as fixed, malleable, threat, and opportunity. These facets combine to an uncertainty-as-enabling/disabling mindset. In three studies, we develop and validate a measure of UM for life and work with a multi-country sample (N = 1,419). We show that UM is a higher-level construct with four facets, distinct from other mindsets and uncertainty-related individual differences, and a powerful predictor of relevant attitudes and behaviors.

Speaker



Gudela Grote
ETH Zürich, Switzerland

Suite Disposition: Identifying Personality Profiles in Executive Leaders - (Session ID 1224)

5:00 PM – 5:50 PM

PERSONALITY POSTER SESSIONS

Poster Board # 32

Authors: White, J., Edema-Sillo, E., Maliakkal, N., Lemming, M. (2025). Suite disposition: Identifying personality profiles in executive leaders [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors conducted latent profile analyses on bright-side personality, dark-side personality, and value assessment scores from an archived dataset of just over 3,500 executive leaders. Results indicated a 2-profile solution for bright-side personality, a 2-profile solution for dark-side personality, and a 3-profile solution for values. The identified profiles will be discussed, emphasizing the value of analyzing constellations of personal characteristics to elucidate our understanding of executive leaders.

Speaker



Jerod Cody White
Research Scientist | Hogan Assessments

Challenging Gender Stereotypes: Executive Leadership Personality and Performance - (Session ID 1274)

5:00 PM – 5:50 PM

PERSONALITY POSTER SESSIONS

Poster Board # 33

Authors: Edema-Sillo, E., White, J., Dabdoub, A., Paiement, A.M. (2025). Challenging gender stereotypes: Executive leadership personality and performance [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines gender differences in personality, values, and behaviors among executives, with a focus on how these factors relate to leadership performance. Authors use performance data to investigate whether personality, values, competencies, or leadership dimensions predict leader performance differently for men and women executives. Leader characteristics and behavior differences are mostly negligible for men and women executives. No evidence is found that leader characteristics or behaviors predict performance differently for men and women executives.

Speakers



Ebenezer Edema-Sillo
I-O Psychology Doctoral Candidate | University of Houston



Jerod Cody White
Research Scientist | Hogan Assessments

High-Stakes Personality: Predicting Job Performance and Voluntary Turnover - (Session ID 1287)

5:00 PM – 5:50 PM

PERSONALITY POSTER SESSIONS

Poster Board # 7

Authors: Ilie, A., Ispas, D., Jacobsen, S., Bat-Iredui, M., Iliescu, D., & Askew, K. (2025). High-Stakes Personality: Predicting Job Performance and Voluntary Turnover [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors examined if personality (the 5-factor model) measured in a high-stakes context is related to job performance and voluntary turnover measured 1 year later. Conscientiousness emerged as a predictor or both performance and turnover, with openness predicting only turnover.

Political Skill, Personality, and Occupational Success - (Session ID 1307)

5:00 PM – 5:50 PM

PERSONALITY POSTER SESSIONS

Poster Board # 8

Authors: Boudreaux, M. J. (2025). Political Skill, Personality, and Occupational Success [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The goals of this research were to examine the personality correlates of political skill and to develop and provide initial validation evidence for a personality-based measure of the construct. A genetic algorithm was used to predict scores on the Political Skills Inventory from the Hogan Personality Inventory. Results from 3 samples showed that dispositional qualities are an important source of political skill. Correlations with leadership effectiveness indicated that politically skilled individuals engage with others in an approachable and authentic way to drive a strategic agenda.

Speaker



Michael Boudreaux
Research Scientist | Hogan Assessments

Personality Dynamics in Response to the COVID-19 Pandemic: A Societal Perspective - (Session ID 1321)

5:00 PM – 5:50 PM

PERSONALITY **POSTER SESSIONS**

Poster Board # 34

Authors: Gonzalez, M., White, J., Tracy, M. (2025). Personality dynamics in response to the COVID-19 pandemic: A societal perspective [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examined population-level changes in personality during the COVID-19 pandemic. A 79-week time series analysis across the pandemic's declaration showed negligible changes, indicating overall stability. This highlights the robustness of personality characteristics even during global crises.

Speakers



Mayleen Gonzalez
University of North Carolina-Charlotte



Jerod Cody White
Research Scientist | Hogan Assessments

Occupational Kaleidoscope: Exploring Work Orientation Profiles - (Session ID 1375)

5:00 PM – 5:50 PM

PERSONALITY **POSTER SESSIONS**

Poster Board # 10

Authors: Hesson, Z. B., Converse, P. D., & Ponto, S.-J. (2025). Occupational kaleidoscope: Exploring work orientation profiles. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States

Work orientations play an important role in individuals' experiences and outcomes in the work domain. Previous research on work orientations has largely adopted a variable-centered approach. Authors complement this research by adopting a person-centered approach, exploring the nature and implications of work orientation profiles. Results indicated there were 6 work orientation profiles, and these were related to occupational interests and occupational values. Findings suggest that future research should continue to explore this more holistic view of work orientations.

Speaker



Zach Hesson
Research Associate | Institute for Culture, Collaboration, & Management

Within-Person Variability in Personality: A Frame of Reference Approach - (Session ID 1470)

5:00 PM – 5:50 PM

PERSONALITY **POSTER SESSIONS**

Poster Board # 11

Authors: Bryant-Lees, K. B., LaHuis, D. M., Blackmore, C.E., & Ammons, G. Within-person variability in personality: A frame of reference approach. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study combined the frame of reference (FOR) and within-person variability approaches to examine how changes in personality across situations predict adaptive performance and employability. Results suggested that scores with a social frame of reference provided some incremental variance over scores with a work frame of reference for several traits.

Speaker



Kinsey Bryant-Lees
Assistant Professor | Northern Kentucky University

Who Thrives in the Future of Work? Examining Personality and Future of Work Attitudes - (Session ID 1507)

5:00 PM – 5:50 PM

PERSONALITY **POSTER SESSIONS**

Poster Board # 13

Authors: Ogunfowora, B., Morgan, J., Moore, K. W., Khalilnejad, M., Sharma, V., MacLean, K. (2024). Who thrives in the future of work? Examining personality and future of work attitudes. Society for Industrial and Organizational Psychology Annual Conference, Denver, Colorado, United States.

Recent technological and social disruptions have altered work, raising questions about how employees will respond to future work demands. Authors propose that HEXACO personality traits predict key future of work (FoW) outcomes differentially through 6 motivational strivings. In a time-lagged study, it is shown that Openness, Extraversion, and Emotionality influence outcomes such as attitudes toward human-AI collaboration, digital workplace transformation, remote/hybrid work, and social-environmental orientation (including EDI) through ingenuity, generativity, status, and communion striving.

Speakers



Jenelle Morgan
Psychometrics Consultant | Rainforest Alberta



Tunde Ogunfowora
Professor | Haskayne School of Business, University of Calgary

Further Development and Refinement of Precrastination Scales - (Session ID 1533)

5:00 PM – 5:50 PM

PERSONALITY **POSTER SESSIONS**

Poster Board # 14

Authors: Huang, Lina & Schmidt, Aaron (2024). Further Development and Refinement of Pre-crastination Scales [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The recently introduced concept of “precrastination” has gained attention, yet its role in the workplace remains underexplored. To address this gap, authors developed and validated scales distinguishing between passive and active precrastination. They also further examined the relationships between both forms of precrastination and key work outcomes, with moderators included. Results show that active precrastination is positively linked to task performance, moderated by job autonomy. In contrast, passive precrastination is associated with burnout, with supervisory support acting as a moderator.

Speaker



Lina Huang
Graduate student | University of Minnesota

Beyond the Smile: Predicting Personality From Facial Movements Using AI - (Session ID 1569)

5:00 PM – 5:50 PM

PERSONALITY POSTER SESSIONS

Poster Board # 15

Authors: Vangara, K., Pangelinan, G., Merino, X, Burns, G.N., & King, M. (2025). Beyond the Smile: Predicting Personality from Facial Movements Using AI. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study investigates the use of facial action units (AUs) and emotions to predict personality traits. Authors analyzed video features, including mean AU intensity, AU variability, and displayed emotions, in relation to HEXACO and Short Dark Triad traits. Support vector machine models explained 45% to 56% of trait variance, with highest accuracy for emotionality and agreeableness. These findings highlight the potential of AI-driven approaches for nonverbal personality assessment, offering insights into the link between facial expressions and individual differences.

Speaker



Gary Burns
Professor | Florida Institute of Technology

Passion Isn't Enough: The Role of Construal Variability in Entrepreneurial Success - (Session ID 1627)

5:00 PM – 5:50 PM

PERSONALITY POSTER SESSIONS

Poster Board # 16

Authors: Shi, J.H. & Johnson, R.E. (2024). Passion Isn't Enough: The Role of Construal Variability in Entrepreneurial Success [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Entrepreneurial passion encompasses entrepreneurs' intense positive feelings toward entrepreneurial activities (i.e., affect) and the centrality of these activities to their identity (i.e., conation). Drawing on the motivational nexus framework, authors posit that construal variability is a key cognitive factor, not captured by passion, in determining entrepreneurial success. Entrepreneurs with higher construal variability were better able to channel their entrepreneurial passion into delivering more effective pitches during a pitch competition.

Speaker



Jasmine Huijie Shi

The Nature of Resilience: A Person-Centered Approach Using Latent Profile Analysis - (Session ID 1645)

5:00 PM – 5:50 PM

PERSONALITY POSTER SESSIONS

Poster Board # 17

Authors: Teng, Y., Brannick, M.T., & Borman, W. (2024). The nature of resilience: A person-centered approach using latent profile analysis [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors adopted a person-centered approach of studying resilience to complement a variable-centered approach to explore the nature of resilience. They leveraged latent profile analysis to explore latent profiles of resilience. Archival undergraduate data (N = 479) were used to explore the profiles and their relationships with personality variables (i.e., the Big 5 and trait affect) and outcomes (i.e., interpersonal counterproductive work behavior, job satisfaction, and life satisfaction). Four latent profiles that showed differential relationships with personality and outcomes were found.

Speaker



Yuejia (Mandy) Teng
Senior People Research Scientist | Deloitte

From Frustration to Fulfillment: Enhancing Total Rewards Based on Employee Feedback - (Session ID 247)

5:00 PM – 5:50 PM

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR POSTER SESSIONS

Poster Board # 20

.Authors: Rowley, S. J. & Blais, A. -R. (2025).From Frustration to Fulfillment: Enhancing Total Rewards Based on Employee Feedback [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines Canadian public servants' sentiments toward the Total Rewards (TR) framework using sentiment analysis on Reddit discussions. Mixed feelings were revealed, with positive responses toward benefits but significant frustration over payroll issues (Phoenix system) and return-to-office (RTO) policies. Recommendations include improving payroll systems, enhancing communication, and leveraging benefits for recruitment. These insights highlight the need for the Canadian Government to refine their TR strategy with the aim of boosting employee satisfaction and improving recruitment.

Speaker



Shannon Rowley
Future of Work Institute (FOWI)

The Pygmalion Dilemma: Challenges of Generative AI in Enhancing Employee Learning - (Session ID 249)

5:00 PM – 5:50 PM

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR POSTER SESSIONS

Poster Board # 36

Authors: Song, X., Wang, H. J., Jiang, L., Xu, X., & Long, L. (2025). The Pygmalion Dilemma: Challenges of Generative AI in Enhancing Employee Learning. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Given the widespread deployment of AI in HRM practices, it is crucial to recognize its possible challenges. Drawing on Pygmalion theory, authors propose that individuals perceive lower expectation from generative AI compared to human feedback provider. Perceived expectation positively influences individual learning and mediates the relationship between feedback provider and individual learning. Additionally, anthropomorphism moderates these relationships. Three studies support these predictions. This research investigates the mechanism underlying human-AI interaction and offers practical insights.

Great Minds Score Alike? Examining Human Versus ChatGPT Scoring On Resumes - (Session ID 933)

5:00 PM – 5:50 PM

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR POSTER SESSIONS

Poster Board # 29

Authors: Maliakkal, N. T., Nie, W., Muller, L., Fain, E., Lemming, M. R., Gordon, C., & Gonzalez, M. (2025). Great minds score alike? Examining human vs. ChatGPT scoring on resumes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors compared human scoring on applicant resumes for an internship in industrial-organizational psychology to 2 sets of large language model (LLM)-generated scores (i.e., via direct and chain-of-thought prompting). They found (a) agreement between human and LLM scores varied depending on resume dimension, (b) human and LLM overall resume scores were highly correlated, and (c) resume cutoff scores resulted in different cumulative percentages of applicants "failing" across the 3 approaches, with chain-of-thought prompted scoring performing slightly more like human scoring all around.

Speaker



Nadine Maliakkal
Talent Analytics Consultant | Hogan Assessment Systems

Top-Down Professionalization in Pharmacy Retail and the Psychological Impacts - (Session ID 1368)

5:00 PM – 5:50 PM

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR POSTER SESSIONS

Poster Board # 9

Authors: Kang, Z., Zhao, X., & Chen, J. (2024). "Being a Pro or Being a Robot": Navigating Top-Down Professionalization in Pharmacy Retail and Its Psychological Effects[Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The study examines the top-down professionalization strategy within a Chinese pharmacy retail company and their psychological implications for frontline workers. Drawing upon case study data, the analysis reveals that professionalization mainly structured as HR practices, which not only empower workers but reinforce corporate control. Although projecting an image of professionalism, the initiatives cause negative psychological outcomes of strain and cognitive dissonance. As a result, workers feel recognized as "professionals" yet becoming "working robots," constrained by organizational control.

When a Colleague Dies: Navigating Employee Experiences and Organizational Responses - (Session ID 1494)

5:00 PM – 5:50 PM

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR POSTER SESSIONS

Poster Board # 12

Authors: Adebo O., Anang L., & Williams M.,(2024). When a Colleague Dies: Navigating Employee Experiences and Organizational Responses [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

When a coworker dies unexpectedly, organizations must provide support, and address employees' emotional needs. This qualitative study explores the impact of the unexpected death of an employee on coworkers and examines organizational responses to helping employees cope. Four key themes were identified: initial thoughts and emotions, organizational support, coping, and post-traumatic growth. These findings emphasize the importance of appropriate organizational responses, a supportive culture, and an understanding of how grief manifests in the workplace, beyond familial loss.

Speaker



Oyindamola Adebo

Recent Advances in Research on Organizational Constraints - (Session ID 466)

5:00 PM – 5:50 PM | Location: 203

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Bowling, N. A. (Co-Chair), Ramsey, M. C. (Co-Chair), & Jex, S. M. (Discussant). (2025). Recent Advances in Research on Organizational Constraints. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Pindek, S. & Neshier Shosham, H. (2025). Can organizational constraints buffer the negative effects of daily underperformance? A daily diary study Ramsey, M. & Bowling, N. (2025). Construct Validity of a New Measure of Organizational Constraints Omansky, R. (2025). Overcoming Organizational Constraints: Nudging as a Practical Solution to Encourage Employee Time Tracking and Vacation Usage.

This symposium presents recent advances in research regarding organizational constraints. Specifically, this proposal contains 3 papers that examine (a) organizational constraints as a novel moderator of a stressor-strain relationship, (b) the validity of a new measure of organizational constraints, and (c) the efficacy of a novel intervention for preventing a specific kind of constraint.

Speakers



Nathan Bowling
Associate Program Director, Industrial and Organizational Psychology Ph.D. Program | University of Central Florida



Steve Jex
Professor | University of Central Florida



Rachel Omansky
Director, BD & Analytics Research | ADP



Shani Pindek
University of Haifa

Support Received: Exploring the Nuanced Effects of Received Social Support at Work - (Session ID 1187)

5:00 PM – 5:50 PM | Location: 503/504

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Hughes, I. M. (Co-Chair) & Gray, C. E. (Co-Chair) (2025). Support received: Exploring the nuanced effects of received social support at work [Symposium]. Society for Industrial/Organizational Psychology Annual Conference, Denver, CO, United States. Zakzewski, J. E., Wonders, M. E., Kaplan, S. A., Mendis, T., Clark, J. (2025). An empirical test of helicopter helping in teams. Wang, Q., Wang, H., & Chen, N. (2025). Teach to fish or give a fish: How different types of mentoring help impact newcomer adjustment. Stavely, S. M., Gray, C. E., & Bajwa, N. (2025). Examining employees' perceptions of received support during bereavement. Scotney, V. S. & Tay, L. (2025). Positive recipient beliefs moderate the relationship between social support and well-being. Hetrick, A. L., Mitchell, M. S., & Clark, M. A. (2025). Employee reactions to received help: A disruption to the learning-goal oriented?

Workplace social support plays an important role in shaping employee well-being, job satisfaction, and performance. Traditionally, social support was viewed as a positive resource that helps employees cope with demands, manage stress, and foster a sense of belonging. However, recent research indicates that this portrayal is oversimplified. Although available support (i.e., support that employees perceive as accessible if needed) consistently serves as a positive resource, received support (i.e., support that has been provided) can have mixed receptions and effects. This symposium's purpose is to explore factors that influence perceptions and outcomes of received social support at work.

Speakers



Andrea Hetrick
Associate Professor with Tenure | University of New Mexico



Ian Hughes

Assistant Professor | Texas A&M University



Victoria Scotney

Graduate Student | Purdue University



Sara Stavelly

Human Resources Compensation Intern | The Port Authority of New York & New Jersey



Joanna Zakzewski

Doctoral Candidate in Industrial-Organizational Psychology | George Mason University

Attracting Applicants With Job Ads and Postings: Perspectives From Around the World - (Session ID 971)

5:00 PM – 5:50 PM | Location: 302/303

TESTING/ASSESSMENT

Authors: Slaughter, J. E. (Chair), & Bauer, T. N. (Discussant) (2025). Attracting Applicants with Job Ads and Postings: Perspectives from Around the World [Symposium]. Society for Industry and Organizational Psychology Annual Conference, Denver, CO, United States.

The job advertisement, or job posting, is often the initial method by which applicants are attracted to—or repelled from—organizations that seek their application. The papers in this symposium address various timely topics related to job ads, including the use of ableist language, attracting applicants to employee-owned companies, influence of gender cues on attraction, and representation of organizational attributes in ads as assessed by large language models. Presenters are also from the U.S., Canada, Germany, and Denmark, allowing for interesting comparisons across studies

Speakers



Talya Bauer

Cameron Professor of Management | Portland State University



Dylan Cooper

Associate Professor Of Management | California State University Channel Islands



Berit Helsing

PhD Fellow | University of Copenhagen



Melissa Pike

Teacher's Assistant | University of Guelph



Jerel Slaughter

Eller Professor of Management | University of Arizona



Julia Buettner

PhD student | Ulm University

Practitioner Reception

6:00 PM – 7:00 PM | Location: Bluebird Ballroom 1A

EVENTS & RECEPTIONS

Joint Reception for all D&I Committees

6:30 PM – 7:30 PM | Location: Bluebird Ballroom

EVENTS & RECEPTIONS

SIOP's Got Talent

7:00 PM – 9:00 PM | Location: 708/710/712

EVENTS & RECEPTIONS

Join us for a special evening where we celebrate the many talents that make our I-O psychology community unique! This is more than just a talent show—it's an opportunity to connect, express ourselves, and share our love for music, poetry, dance, and the arts alongside our passion for I-O psychology. Whether you're performing or cheering from the audience, we welcome you to be part of this unforgettable experience.

Saturday, April 05, 2025

Continental Breakfast

7:00 AM – 8:00 AM | Location: Mile High Ballroom Foyer

BREAKFAST, LUNCH & BREAKS

We will attempt to accommodate the major dietary preferences such as gluten free, dairy free, nut free and vegetarian on all buffets. However, please read the food labels and/or ask the banquet staff if you have any questions.

From Zero to Hero: Building a People Analytics Unit From Scratch (includes Comedy) - (Session ID 1598)

8:00 AM – 9:20 AM | Location: 507

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: Bazigos, M. N. (Chair), Hayrapetyan, L. (Panelist), Lam, S. (Panelist), Lim, R. (Panelist), & Persing, C. (Panelist). (2025). From zero to hero: Building a people analytics unit from scratch (includes comedy) [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Five leaders from 6 industries who built people/organizational analytics functions or practices from scratch will share their stories, insights, and lessons learned. If you've ever thought of doing this and wondered, "Is there a blueprint?" or "What are the watchouts?" this session is for you. After IGNITE! introductions (20 slides per speaker advancing automatically every 15 seconds over 5 minutes), the format shifts to a comedic interactive format: Questions for the panel are answered then rewarded with questions from the panel in a humorous game show format. Appropriate for all levels.

Speakers



Dr. Michael Bazigos

Professor of Organizational AI | Columbia University in the City of New York



Sue Lam

VP, People Insights, Culture, Strategy & Planning | The Coca-Cola Company



Randy Lim

Director of OrgAnalytics | McKinsey & Company



Carl Persing

Industrial/Organizational Psychologist III | DCS Corporation

Shark Tank for Coaches: Psychological Safety, Change, and Business Impact - (Session ID 680)

8:00 AM – 9:20 AM | Location: 708/710/712

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: Bell, A. (Chair), Rose, D.S., Mockler, S., Weiss, J., Levin, K., Goudy, K. (2025). Shark Tank for Coaches: Psychological Safety, Change, and Business Impact. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO., United States.

A panel of seasoned executive coaches will highlight and discuss 3 factors they consider critical for success across all coaching engagements: presence of psychological safety, likelihood of behavioral change, and business impact. The chair will present 3 coaching case studies and solicit volunteer audience members to weigh in on how they would approach each case. Expert coaches (aka the “sharks”) will react to audience input, share additional perspectives, and provide insight into how to achieve safety, change and business impact.

Speakers



Keith Goudy

Partner | Vantage Leadership Consulting



Kelly Levin

Head of Leadership Development + Co-Founder | The Violet Group



Stefanie Mockler

President + Co-Founder | Executive Coach | The Violet Group



Dale Rose

President | 3D Group



Jake Weiss

President | Coachability Consultants, Inc.

The Consultant’s Playbook: Igniting Impact Across the Scientist–Practitioner Spectrum - (Session ID 813)

8:00 AM – 9:20 AM | Location: 302/303

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Johnson, M. E. (Co-chair), Wentworth, A. N. (Co-chair), Lewis, N. C. M. (Co-Chair), Lavin, S. (Co-Chair), Shuffler, M. L. (Co-chair), Tippins, N. T. (Presenter), Salas, E. (Presenter), Goodwin, G. F. (Presenter), Kramer, W. S. (Presenter), Begerowski, S. (Presenter), & Perkins, L. A. (Presenter). (2024). The Consultant’s Playbook: Igniting Impact across the Scientist-Practitioner Spectrum [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

As I-O psychologists, it is important to understand and develop the skillset required to be an effective consultant. This alternative session will present an overview of a critical incident study, focused on identifying the attributes of effective consultants in I-O psychology. Then 6 experienced I-O psychologists involved in consulting across the scientist–practitioner spectrum will give IGNITE presentations on each of the identified themes, followed by a Q&A session with the audience. The aim is to equip current and future scientist–practitioners to be effective consultants.

Speakers



Sydney Begerowski

Research Psychologist | KBR / NASA



Marlee Elizabeth Johnson

PhD Student | Clemson University



William Kramer

Assistant Professor | University of Nebraska Omaha



Dr. Lesley A. Perkins

Managing Consultant | FMP Consulting (Federal Management Partners, Inc.)



Eduardo Salas

Rice University



Nancy Tippins

Principal | The Nancy T. Tippins Group, LLC



Alexandria Wentworth

Graduate Research Assistant | Clemson University

Consulting Challenges: What Would You Do? - (Session ID 884)

8:00 AM – 9:20 AM | Location: 702/704/706

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Solberg, E. (Co-Chair), Leung, D. W. (Co-Chair), May, J., Stewart, J., & Wrenn, K.A. (2025). Consulting Challenges: What Would You Do? [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

In this interactive session, participants will be presented with real-world consulting challenges and engage in small group discussions on how to best address them. A panel of experienced consultants will then provide their advice and insight on each scenario. Topics will focus on critical areas such as setting yourself up for success, achieving results, and navigating common consulting dilemmas. This session will provide practical takeaways for managing the complexities of consulting work and is geared toward early career practitioners and students interested in a consulting career path.

Speakers



Desmond Leung

Consultant | SHL



Jill May

Director of Assessment and Selection Methods | City of Chicago



Joseph Stewart

Organizational Effectiveness Manager | The Home Depot



Kimberly Wrenn

Managing Consultant | SHL



Emily Solberg

Managing Consultant | SHL

From Awareness to Action: Neuroinclusive Hiring Practices - (Session ID 294)

8:00 AM – 9:20 AM | Location: 407








INCLUSION/DIVERSITY

Authors: Specht, M., Lang, D., Colley, K., Schemmel, E., Ritterbush, L., Camden, L., Allen, K. (Chair) & Praslova, L. (Discussant). (2025). From Awareness to Action: Neuroinclusive Hiring Practices [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Recently organizations have begun putting efforts into understanding how to hire and support a neurodiverse workforce. Despite the increased attention, research on neuroinclusive hiring practices is limited. This session aims to provide evidence-based best practices for neuroinclusive hiring from a diverse panel of experts. Presenters will discuss the end-to-end hiring process including candidate

disclosure, selecting appropriate assessments and accommodations, interviewing, considering neurodivergent candidates needs throughout the selection process, and preparing for successful onboarding.

Speakers

- **Kelsie Colley**
Organizational Design Consultant | State Farm
- **Dejannae Lang**
Director of Federal Strategy & Lead Consultant | Carter Development Group
- **Dr. Ludmila Praslova**
Professor of Psychology; Business School Professor | Vanguard University of Southern California
- **Elizabeth Ritterbush**
Manager, Talent and Performance Management | The Home Depot
- **Kristin Sanderson Allen**
Director, Psychometrics | SHL
- **Erika Schemmel**
Research Coordinator | PDRI by Pearson
- **McKenzie Specht**
Scientist | SHL

DEI: Global and Cross-Industry Data Collection and Reporting - (Session ID 650)








8:00 AM – 9:20 AM | Location: 403/404

INCLUSION/DIVERSITY

Authors: Lamb, N. Z. (Co-Chair), Theisen, D. (Co-Chair), Harvey, R. D. (Co-Chair), Aikens, J. (Panelist), Gann-Bociek, M. (Panelist), Johnson, L. (Panelist), Murphy, W. (Panelist). (2025) DEI: Global and cross-industry data collection and reporting [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session will explore the complexities of diversity, equity, and inclusion (DEI) data collection and reporting across global and cross-industry contexts. Panelists will share expertise on 3 key topics: (a) global, international, and cross-cultural data collection and reporting challenges; (b) differences in how “minority status” is conferred and its impact on DEI data aggregation and disaggregation; and (c) Navigating reluctance: Strategies for “prefer not to respond” groups. Attendees will leave with actionable strategies to implement in research and their organizations.

Speakers

- **Jessica Aikens**
HR Transformation: Global Organization Effectiveness Manager | McDonald's
- **Maya Gann-Bociek**
Sr. OD&T Consultant | Hicks-Carter-Hicks
- **Richard Harvey**
St. Louis University
- **Lars Johnson**
Assistant Professor | University of Texas at Arlington
- **Natalie Lamb**
Graduate Assistant | Saint Louis University
- **Wren Murphy**
- **Diego Theisen**
Saint Louis University

Experts Versus Robots: How Much Does Expertise Matter? - (Session ID 236)






8:00 AM – 9:20 AM | Location: 304

TECHNOLOGY

Authors: Eatough, E. (Co-Chair) & Waters, S. (Co-Chair), Pulakos, E., Saboe, K., Granger, B., & Kraiger, K., (Panelists). (2024). Experts vs. Robots: How Much Does Expertise Matter? [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference. Denver, Colorado.

In this playful but insightful 80-minute interactive debate-style session, authors explore the intersection of artificial intelligence and industrial-organizational psychology. Witness live AI responses to critical I-O psychology questions, followed by real-time expert analysis from 4 leading professionals in the field. Audience members will actively participate by scoring each round, contributing to a final reveal of AI capabilities versus human expertise in addressing real-world organizational challenges.

Speakers

- **Erin Eatough**
Co-Founder | Fractional Insights
- **Benjamin Granger**
Chief Workplace Psychologist | Qualtrics
- **Kurt Kraiger**
Professor of w | University of Memphis
- **Elaine Pulakos**
Chief Executive Officer | PDRI by Pearson
- **Kristin Saboe**
Head of Employee Voice | Google

Choose Your Statistical Adventure: Exploring Traditional and Bayesian Analyses - (Session ID 223)

8:00 AM – 9:20 AM | Location: 703

MEASUREMENT/STATISTICAL TECHNIQUES

Authors: Courey, K. A., & Summers, D. (2025). Choose your statistical adventure: Exploring traditional and Bayesian analyses [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This master tutorial will examine the impact of different approaches to scientific inference (i.e., theory driven and data driven). Audience members will choose their statistical adventure, computing a simple frequentist linear regression analysis, based on a specific safety climate theory. Then, authors provide an introductory-level tutorial for approaching the problem through a Bayesian lens. Session concludes by discussing how Bayesian methods can incorporate both theory-driven and data-driven approaches to enable more adaptive and nuanced scientific exploration in I-O psychology.

Speakers



Karyssa Courey

Ph.D. Candidate | Rice University



Denver Summers

Lecturer in Organisational Psychology | City, The University of London

Harnessing Generative AI to Enhance Research Processes - (Session ID 677)

8:00 AM – 9:20 AM | Location: 605

TEACHING I-O PSYCHOLOGY/STUDENT AFFILIATE ISSUES/PROFESSIONAL DEVELOPMENT

Authors: Cavanagh, T., & Kiersch, C. (2025). Harnessing Generative AI to Enhance Research Processes [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This workshop targets capabilities related to using generative AI to streamline the research process. First, attendees will learn best practices for prompting AI. Next, attendees will work in groups to apply those best practices to specific research scenarios: performing a literature review, scoring open-ended survey responses, and writing code for statistical analyses. Finally, attendees will discuss the ethical implications of using AI for research. This tutorial is designed for academics and practitioners who want to begin using or level up their use of AI in research.

Speakers



Thomas Cavanagh



Christa Kiersch

Professor of Management | University of Wisconsin - La Crosse

Build Your First Computational Model! Just Bring Device With R and RStudio, Seriously. - (Session ID 1471)

8:00 AM – 9:20 AM | Location: 607

TECHNOLOGY

Authors: Samipour-Biel, S., Tseng, S., & McCrossan, T. (2025). Build Your First Computational Model in R! Just bring device with R&RStudio, seriously [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Computational modeling (CM) has many potential applications; in I-O psychology mostly to explicate theoretical processes. Translating theories to computer-readable representations can be intimidating because natural language theorizing methods seem so different from how CMs are described/presented in practice. Authors attempt to assuage concern by providing hands-on experience with essential building blocks of CM. They use a simple (hopefully unimimidating) game to elucidate the steps of building a CM—Go Fish! This session is catered to beginners, just bring a device with R and RStudio installed!

Speakers



Sabina Samipour-Biel



Steven Tseng

Senior People Research Scientist | Salesforce

Team Coaching in the Real World: Combining Science and Practice - (Session ID 267)

8:00 AM – 9:20 AM | Location: 203

GROUPS/TEAMS

Authors: Thoebes, G.P. (Co-Chair), Woodward, W. (Co-Chair), Tannenbaum, S.I., Sokol, M.B., Reitz, J., Passmore, J. (2025) Team Coaching in the Real World: Combining Science and Practice [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This highly interactive session will dive into real world case studies of how team coaching has been applied, as part of greater team development efforts. A panel of experts in team coaching and consulting will share their process, along with frameworks, tools, and models that practitioners can use in team coaching engagements.

Speakers



Jonathan Reitz

Director of Education | FLUXIFY/Weatherhead School of Management



Dr. Marc B. Sokol

Sage Consulting Resources



Scott Tannenbaum

President | The Group for Organizational Effectiveness, Inc



Gina Thoebes

VP, Organizational Performance | Arizona Cardinals Football Club



Michael Woodward

Beyond the Buzzwords: Demystifying and Transforming Organizational Culture - (Session ID 1228)

8:00 AM – 9:20 AM | Location: 505

JOB ATTITUDES/ENGAGEMENT

Authors: Natale, A. N. (Co-Chair), Busse, K. (Co-Chair), Weglarz, E. (Co-Chair), Baumgartner, N., D'Ilio, T. A., Rainone, N. A., & Sylvestre, J. N. (2025). De-mystifying and transforming organizational culture [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session will demystify organizational culture by providing actionable strategies for driving meaningful and lasting culture transformations. Practitioners and applied researchers will share insights on making culture tangible for leaders, aligning it with business strategy, and sustaining change. Topics include defining culture in practical terms, measuring impact with qualitative and quantitative methods, and leadership's role in shaping culture. Attendees will leave equipped with tools to turn culture into a strategic asset for their organizations.

Speakers



Natalie Baumgartner

CLA



Taylor Anne D'Ilio

Manager, Culture and Team Effectiveness | PepsiCo



Alessa Natale

The graduate Center And Baruch College, CUNY



Jennifer Nicol

Director, People & Culture NextGen | Parkland Corporation



Nicolette Rainone



Liz Weglarz

Engagement Manager | Contemporary Leadership Advisors

Turns Out Researchers Are Human: Experiences Making and Disclosing Mistakes in Research - (Session ID 815)

8:00 AM – 9:20 AM | Location: 401/402

MEASUREMENT/STATISTICAL TECHNIQUES

Authors: Skovera, I. R., (Chair), Gray, C. E., Kessler, S. R., Newlin, A. B., Rosen, C. C. (2025). Turns out researchers are human: Experiences making and disclosing mistakes in I-O Psychology research [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Researchers strive for flawless studies, but mistakes happen (e.g., data collection, syntax, reporting errors). When errors are found, what comes next? This panel explores how researchers—early and late career, including editorial board members—handle mistakes during data analysis, manuscript preparation, peer review, or postpublication. Attendees will gain insights on managing errors in their own work and others', fostering a climate of psychological safety where mistakes can be openly addressed and corrected within the SIOP community.

Speakers



Alice Brawley Newlin

Assistant Professor | Gettysburg College



Cheryl Gray

Assistant Professor | Montclair State University



Stacey Kessler

Kennesaw State University



Christopher Rosen



Isabel Skovera

Graduate Research Assistant | Montclair State University

The Latest Intelligence on Artificial Intelligence: GenAI Strategy and Reskilling - (Session ID 892)

8:00 AM – 9:20 AM | Location: 601

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Sinar, E. (Co-Chair), Stetz-Puchalski, J. (Co-Chair), Boyce, C., Fink, A., Oswald, F., & Tamayo, J. (2025). The latest intelligence on artificial intelligence: GenAI strategy and reskilling [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This panel brings together a diverse group of practicing experts to advise on the strategic and leadership impact of generative AI (GenAI) on the workplace. The session will cover designing human-machine systems, developing critical skills for AI-augmented work, reshaping mental models, adapting research to AI technologies, and evolving leadership development. Panelists will frame the discussion around implementation, reskilling, and ethical considerations. This forward-looking session will provide actionable strategies for navigating the rapidly changing landscape of GenAI.

Speakers



Christine Boyce

SVP, Global Innovation | Right Management ManpowerGroup



Alexis Fink

Vice President, People Analytics and Workforce Strategy | Meta



Fred Oswald

Professor | Rice University



Evan Sinar

Senior Research Scientist | Amazon



Jean Stetz-Puchalski

Managing Principal | Leadership Development Accelerator | Individual Differences at Work, LLC



Jorge Tamayo

Assistant Professor of Business Administration | Harvard University

Hiring the Hirers: Vendor and Client Considerations for Evaluating Selection Algorithms - (Session ID 740)

8:00 AM – 8:50 AM | Location: 705/707

TESTING/ASSESSMENT

Authors: Somaraju, A.V., Murugavel, V.R., Randall, Y., Breinlinger, M. (2024). Hiring the Hirers: Vendor & Client Considerations for Evaluating Selection Algorithms [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The goal of this panel is to discuss how organizations embed scientific best practices from both the client and vendor perspective with a focus on what vendors prioritize when developing selection algorithms and what clients prioritize when they evaluate vendors.

Speakers



Vignesh Murugavel

UNO



Ajay Somaraju

Lead Consultant, People Analytics | Allstate

Poster Sessions: Strategic HR/Utility/Changing Role of HR and Testing/Assessment

8:00 AM – 8:50 AM | Location: Mile High Ballroom

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

TESTING/ASSESSMENT

POSTER SESSIONS

Organizational Change: Impact of Communication on Justice and on Commitment to Change - (Session ID 165)

8:00 AM – 8:50 AM

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR POSTER SESSIONS

Poster Board # 8

Authors: Babic, A. & Joris, E. (2024). Organizational change: Impact of communication on justice and on commitment to change. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study exams the impact of communication during real organizational changes on organizational justice and commitment to change. An online survey was distributed across various platforms. Based on a sample of 185 Belgian workers, participative communication positively predicts organizational justice, affective and normative commitment, but negatively affects continuance commitment. This study is the first to explore the relationship between these factors during real organizational changes. The findings may guide managers on communication during the management of organizational change.

Speaker



Audrey Babic
Professor | University of Liège

Organizations' Temporal Profiles and ESG Outcomes - (Session ID 598)

8:00 AM – 8:50 AM

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR POSTER SESSIONS

Poster Board # 28

Authors: McLarnon, M.J.W., Ranucci, R., & Wang, S. (2024). Organizations' temporal profiles and ESG outcomes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

A firm's perceptions of the past, present, and future are often considered in isolation, but each play a role in decision making. We forward a nuanced understanding of temporality, modeling temporal profiles and their effect on environmental, social, and governance (ESG) outcomes. Though the pandemic shifted the nature of the temporal profiles, firms that balance the past, present, and future had an optimal profile and stronger ESG. With these insights, top management teams should intentionally give attention to the past, present, and future without perseverating on any individual timeframe.

Speaker



Matthew McLarnon
Professor | Mount Royal University

Using the Managed Ecosystem Perspective to Understand Extreme Threats - (Session ID 963)

8:00 AM – 8:50 AM

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR POSTER SESSIONS

Poster Board # 33

Authors: Welch, C. J. (2025) Using the Managed Ecosystem Perspective to Understand Extreme Threats [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Organizations today face extreme threats that jeopardize their stability and sustainability. This paper examines human-centered extreme threats through the managed ecosystem perspective, viewing them as interconnected networks within ecosystems. This framework enhances understanding of how threats emerge and persist, underscores the ecosystem's value proposition, distinguishes between emergence and persistence capabilities, and highlights the need for organizations to comprehend these threats to develop effective resilience strategies.

Speaker



Carter Welch
NCITE

Validity-Diversity Tradeoffs in Medical Residency Admissions Using Pareto Optimality - (Session ID 149)

8:00 AM – 8:50 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 7

Authors: Zhou, Y., Zhang, C., Sackett, P. R., & Cullen, M. J. (2025). Validity-diversity tradeoffs in medical residency admissions using pareto-optimality analysis [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors used Pareto-optimality analysis to examine diversity and validity tradeoffs for selecting underrepresented-in-medicine (URIM) and non-URIM medical residents, using United States Medical Licensing Examination (USMLE) Step 1 and Step 2 clinical knowledge scores (Step 1 and Step 2 CK), a structured interview (SI), and holistic judgment (HJ). The subgroup differences were minimal for SI and HJ ($ds=.04$, $.00$) and large for Step 1 and Step 2 CK ($d=.88$, $.89$). SIs can enhance diversity with minimal validity impact, whereas USMLE scores impede diversity efforts.

Speaker



You Zhou
Graduate Student Researcher | University of Minnesota

Cultural Differences in Employee Attitude Toward AI-Based Hiring Assessment - (Session ID 169)

8:00 AM – 8:50 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 36

Authors: Hendy, N.T. & Bach, P.T. (2025). Cultural Differences in Employee Attitude toward AI-based hiring assessment [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors examined the mechanism of AI-based hiring fairness and satisfaction using a sample of 204 working adults from the U.S. and Vietnam. The proposed moderated mediation model received support using an SEM approach. Specifically, AI trust partially mediated AI interaction frequency and perceived fairness of and satisfaction with AI-based hiring process. In addition, the above linkages were stronger among Vietnamese respondents compared to U.S. participants. Practical implications in leveraging the benefits of AI-enabled technologies in hiring practices are discussed

Speaker



Nhung Hendy
Professor | Towson University

Modeling the Effects of Adverse Impact on Racial Wealth Inequality - (Session ID 215)

8:00 AM – 8:50 AM


TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 9

Authors: Egglar, K. D., Somaraju, A. V., & Olenick, J. (2025, April 2-5). Modeling the effects of adverse impact on racial wealth inequality. [Poster]. Society for Industrial Organizational Psychology Annual Conference, Denver, CO, United States.

Adverse impact (AI) occurs when the selection rate for a group is 4/5ths or less than that of other groups. Guidelines exist to promote equality in hiring opportunities and thus promote wealth equality. However, little evidence suggests the 4/5ths rule achieves equitable outcomes. Authors use computational modeling to explore the role AI plays on wealth inequality over time. Study 1 shows the 4/5ths rule can exacerbate inequality and a rate of 99% is needed to reduce the impact of AI. Studies 2 and 3 modeled 3 organizational initiatives, finding they could reduce wealth inequality.

Speaker



Kristen Egglar
PhD Candidate | University of Georgia

The Gargantuan Gap: Understanding Hiring Managers' Use of Selection Procedures - (Session ID 217)

8:00 AM – 8:50 AM


TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 10

Authors: Eichenauer, C. J., & Ryan, A. M. (2025). The Gargantuan Gap: Understanding Hiring Managers' Use of Selection Procedures [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors introduce and test a model explaining why hiring managers utilize (or not) candidate results from selection procedures. Hiring managers' utilization intentions were largely driven by predictiveness beliefs about procedures and, less so, fairness beliefs. Nine "user reactions" toward predictor methods and constructs (e.g., perceptions of autonomy, job relatedness, fidelity, and fakability) provided insight into the "why" behind predictiveness and fairness beliefs. Findings can help increase use of more valid predictors by informing selection procedure design and communication strategies.

Speaker



Connor Eichenauer
Talent Assessment Manager | GE Aerospace

How Do Applicants and Recruiters View Anonymous Application Procedures? - (Session ID 230)

8:00 AM – 8:50 AM


TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 11


Authors: Büttner, J. C. & Melchers, K. G. (2025). How Do Applicants and Recruiters View Anonymous Application Procedures? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Building on Gilliland's (1993) applicant reaction model and Davis' (1989) technology acceptance model, authors examined applicant and recruiter perceptions of anonymized application procedures. 157 potential applicants and 143 recruiters evaluated standardized application forms or anonymized resumes regarding fairness and usability perceptions. Anonymized resumes were seen as fairer, more job-related, and offering more opportunities to perform, whereas standardized forms were viewed as more consistent and useful by applicants and recruiters. Practical implications and limitations are discussed.

Speakers



Julia Buettner
PhD student | Ulm University



Klaus Melchers
Professor for Work and Organizational Psychology | Ulm University

Bias Against Applicants With Speech Impediments in Job Interviews - (Session ID 284)

8:00 AM – 8:50 AM


TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 12

Authors: Basch, J. M., Feil, J., Mayer, J., & Fischer, C. (2025). Bias against applicants with speech impediments in job interviews. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines the effects of speech impediments on the evaluation of interviewees in interviews. Using a between-subjects design, 361 participants evaluated a fictive interviewee who either spoke neutrally, with a lisp, or with a stutter on interview performance, hirability, competence, and warmth. Results indicate that lisping, but not stuttering, leads to lower ratings. Stuttering, however, is associated with higher perceived warmth. However, extraneous cognitive load was found to be a mediator for the effects of stuttering on evaluation outcomes.

Speaker



Johannes Basch
Associate Professor for Business Psychology | Neu-Ulm University of Applied Sciences

Writing Valid Behavioral Interview Questions: A Comparison of Human Experts and LLMs - (Session ID 299)

8:00 AM – 8:50 AM


TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 13

Authors: Bazian, I. M., Johnson, L. N. W., LaPort, K., Sinar, E., Danna, G. C. (2024). Writing Valid Behavioral Interview Questions: A Comparison of Human Experts and LLMs. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors developed 3 large language model (LLM) prompting strategies, each with successively more information, to generate behavioral interview questions for 23 competencies across 13 job families. In a content validation study, interviewers rated LLM questions significantly higher overall on quality and importance than human experts' questions. The best-performing LLM's questions passed content validation benchmarks 90% of the time, compared to experts' 62%. Results indicate LLMs, given enough information, can generate content valid behavioral interview questions more effectively than experts.

Speaker



Isaac Bazian
PhD Graduate Student | University of Minnesota

Programming Performance: Predictors of Technical Interview Success - (Session ID 357)

8:00 AM – 8:50 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 14

Authors: Springle, M., Morgan, J., Bourdage, J. S., Morelli, N., Mellek, T. (2025). Programming performance: Predictors of technical interview success [poster]. Society for Industrial and Organizational Psychology, Annual Conference, Denver, CL, United States.

Organizations frequently rely on technical interviews (TIs) to evaluate candidates for computer science-based roles. TIs can provoke significant anxiety and stress in candidates by involving timed, complex problems while supervised. This study examines the relationship between candidates' preparation strategies, TI experience, and their subsequent performance during the TI. In collaboration with Codility, a leading TI platform, authors surveyed 268 job candidates and analyzed how their preparation approaches and TI experience impacted their interview performance via real interview scorecard data.

Speaker



Madeline Springle
University of Calgary

Comparing Perceived Legitimacy of Different Reasons for Hiring Discrimination - (Session ID 361)

8:00 AM – 8:50 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 15

Authors: Vesper, D., König, C.J., Schulte, H.M. (2025). Comparing Perceived Legitimacy of Different Reasons for Hiring Discrimination [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines perceptions of legitimacy in hiring discrimination, focusing on political affiliation and gender. A sample of 281 participants assessed a scenario where an applicant was rejected due to political affiliation or gender. Using ANCOVAs, the study found that discrimination against right-wing AfD members was seen as most legitimate, whereas discrimination against women was less justified. Findings emphasize the need for fairer, more inclusive hiring practices as all types of discrimination were evaluated as legitimate to some extent.

Speaker



Denise Vesper
Postdoctoral researcher | Saarland University

Where to Implement, When to Inform: Impact of AI Hiring on Employer Attractiveness - (Session ID 383)

8:00 AM – 8:50 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 16

Authors: Lei, Si. (2025). Where to Implement, When to Inform: Impact of AI Hiring on Employer Attractiveness [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study explores AI's impact on job applicants' perceptions of employer attractiveness, mediated by perceived justice. Using a between-subjects design, 115 adults from the US and China assessed a fictitious company under 4 AI recruitment conditions. Elastic net regression and mediation analysis revealed that AI use during interviews reduced employer appeal, regardless of disclosure timing, with perceived justice playing a crucial role. The findings suggest organizations carefully consider the type and timing of AI integration in recruitment to retain candidates.

Speaker



Si(Akesh) Lei
Research Assistant | Human Capital Analytics Lab (NYU)

CANCELLED: Employee Value Proposition in the Volatile Environment: A Multicountry Investigation - (Session ID 385)

8:00 AM – 8:50 AM

CANCELLED SESSION

Poster Board # 17

Authors: Dai, G., Chighizola, B, & Magill, M. (2025). Employee value proposition in the volatile environment: A multi-country investigation [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

A global survey gathered data from 10,000 participants in 7 countries to understand what matters most to prospective employees in today's dynamic work environment. Results were disaggregated by gender, age, education-level, region, relationship status, dependent status, and employment type. Although some notable differences across groups were found, also uncovered was a smaller subset of employer attributes that matter most to employees. The competitive advantage of the future points toward the ability of an organization to create an employer brand and employee proposition with depth.

Loneliness and Ghosting Behavior: A Regulatory Loop Theory Perspective - (Session ID 422)

8:00 AM – 8:50 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 18

Authors: Michel, J. W., Lyons, B. D. & Moorman, R (2024). Loneliness and Ghosting Behavior: A Regulatory Loop Theory Perspective [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study uses the regulatory loop model to examine how social isolation contributes to ghosting in recruitment. The research explores how feelings of social isolation decrease reemployment self-efficacy, leading to disengagement from job opportunities. Data from job seekers support the hypothesis that social isolation, through its negative impact on employment confidence, increases the likelihood of ghosting. The role of resilience is considered as a mitigating factor. The findings suggest the importance of social support and resilience to reduce ghosting behaviors in hiring.

Speaker



John Michel
Busch Faculty Scholar and Associate Professor of Management | Loyola University Maryland

Reactions to AI Versus Human Decision Making in Interviews - (Session ID 442)

8:00 AM – 8:50 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 19

Authors: Salley, H., Van Hein, J. Frame, M. & Dalton, B. (2025). Reactions to AI versus human decision-making in interviews. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The study examined how applicants react to requests from organizations to complete asynchronous video interviews (AVI) based on what information, if any, is provided about the decision-making agent. Knowing a human rather than an artificial intelligence (AI) algorithm would be making the decision increased perceptions of fairness, organizational attractiveness, and job pursuit intentions. Gender and previous experience with recording asynchronous interviews were found to have moderating effects.

Speaker



Judy Van Hein
Professor | Middle Tennessee State University

Leading the Skills Revolution: Competency-Based Education for Workforce Development - (Session ID 470)

8:00 AM – 8:50 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 20

Authors: Griggs, T. L., & Lance, C. E., (2025). Leading the skills revolution: Competency-based education for workforce development [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This paper explores the role of competency-based education (CBE) as a response to the U.S. labor shortage and skills gap. CBE offers personalized learning that meets the needs of both employers and adult learners by aligning education with workforce demands. This paper highlights the potential for HR practitioners to leverage CBE for skill-based hiring, while urging industrial-organizational psychologists in higher education to lead CBE initiatives, thus enhancing workforce readiness and addressing labor market challenges through flexible learning and practical, criterion-based assessments.

Speaker



Tracy Griggs
Winthrop University

SJT Stimulus Format and Age: Effect on Immersion and Organizational Attraction - (Session ID 476)

8:00 AM – 8:50 AM

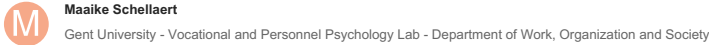
TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 21

Authors: Schellaert, M., Oostrom, K. J., & Deros, E. (2025). SJT stimulus format and age: Effect on immersion and organizational attraction [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, United States.

Building on construal level theory, this study investigated the interaction between SJTs' stimulus format and applicants' age in relation to immersion and organizational attractiveness. Results of 2 experimental studies showed higher organizational attractiveness and immersion for a VR compared to textual format, with a stronger effect for younger and middle-aged than for older applicants. Moreover, immersion mediated the relationship between stimulus format and organizational attraction. Contrary, a video format leads to higher immersion but not higher organizational attraction.

Speaker



Maaïke Schellaert
Gent University - Vocational and Personnel Psychology Lab - Department of Work, Organization and Society

Ability and Motivation in AI Interviews: An Impression Management Process - (Session ID 507)

8:00 AM – 8:50 AM

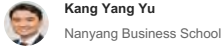
TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 22

Authors: Yu, K. Y. T., Goh, K. H., Yu, S., Wu, T. & Feng, Y. (2025). Ability and Motivation in AI Interviews: An Impression Management Process [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study addresses both interview outcomes and job applicants' reactions to AI interviews by testing hypotheses grounded in impression management (IM) theory. Integrating current IM research with individual attitudes toward AI, this study explores how individual perceptions of ability (i.e., self-efficacy) and motivation during AI interviews drive distinct types of IM, which in turn influence both interview performance and applicant reactions during the selection process.

Speaker



Kang Yang Yu
Nanyang Business School

Relationship Between Cognitive Saturation and Validity of Selection Predictors - (Session ID 517)

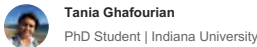
8:00 AM – 8:50 AM

TESTING/ASSESSMENT POSTER SESSIONS

Authors: Berry, C. M., Ghafourian, T., & Sackett, P. R. (2024). Relationship between cognitive saturation and validity of selection predictors [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

General mental ability (GMA) tests were long central to the validity–diversity tradeoff, but recent research showed their validity has been overestimated. However, GMA may still impact the tradeoff due to its relationships with other predictors (cognitive saturation). Although cognitive saturation is a driver of subgroup mean differences, authors test for its contribution to validity. Correlations were collected between 38 selection predictors and GMA, along with their operational validities. No correlation was found between cognitive saturation and validity for civilian employment predictors.

Speaker



Tania Ghafourian
PhD Student | Indiana University

Perceptions of Job Applicants With Criminal Histories: Role of Offense Severity - (Session ID 522)

8:00 AM – 8:50 AM

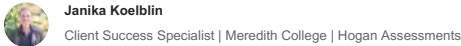
TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 24

Authors: Koelblin, J., McChesney, J. E., Rade, C., & Mazzola, J. (2025) Perceptions of Job Applicants with Criminal Histories: Role of Offense Severity [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This experimental vignette study surveyed 355 participants with at least 1 year of hiring experience to examine perceptions of applicants with criminal histories. Results indicated that the seriousness of the offense (felony vs. misdemeanor) negatively affected perceptions of warmth, with felony applicants viewed less favorably than those with misdemeanors. Additionally, a criminal history indirectly influenced hiring perceptions.

Speaker



Janika Koelblin
Client Success Specialist | Meredith College | Hogan Assessments

Inclusive vs Exclusive Talent Management, Procedural Justice, and Perceived Fairness - (Session ID 523)

8:00 AM – 8:50 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 25

Authors: Daus, C. S., Zimmerman, D. (2024). Inclusive vs Exclusive Talent Management, Procedural Justice, and Perceived Fairness. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors explored procedural justice as an outcome of talent management strategies, with the mediating role of perceived fairness and the moderating role of gender. A survey of 100 full-time US workers yielded positive, significant relationships among the inclusivity of talent management practices, procedural justice, and perceived fairness. Further, perceived fairness emerged as a partial mediator in the relationship between the inclusivity of talent management practices and procedural justice. Gender was not found to be a significant moderator.

Speaker



Catherine Daus

Southern Illinois University, Edwardsville

Integrated ML Methods and Integrity: Reactions to Machine Learning in Selection - (Session ID 550)

8:00 AM – 8:50 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 26

Authors: Lee, J., Voss, N. M., Stoffregen, S. A., Giordano, F. B., Warren, C., Chlevin-Thiele, C., & Klos, L. S. (2025). Integrated ML Methods and Integrity: Reactions to Machine Learning in Selection [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Although machine learning (ML) is often used to support hiring decisions, there are numerous ways in which ML methods can be implemented, introducing ambiguity across methods regarding who should be hired. This study compared participants' reactions to hiring decisions made using a single ML method versus those made using an integrated approach. Participants viewed the integrative approach as having higher methodological integrity compared to the single-method approach. These findings suggest how organizations can employ ML methods to generate more positive applicant experiences.

Speaker



Nate Voss

Senior Scientist | HumRRO

How Incarceration History Affects Perceptions of Support and Discrimination at Work - (Session ID 551)

8:00 AM – 8:50 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 27

Authors: Moughan, C.M.,* Liguori, E.A.,*Gu, M., & McCord, M.A. (2024). How Incarceration History Affects Perceptions of Support and Discrimination at Work [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This research empirically investigates formerly incarcerated individuals' (FIs) perceptions of hiring discrimination, job discrimination, job inequality, coworker support, and supervisor support. Results support that incarceration status predicts perceptions of hiring discrimination and job discrimination, but not job inequality or coworker support. Last, there were mixed findings for the effect of incarceration status on supervisor support. Implications for research and practice are discussed.

Speaker



Elissa Liguori

Assessment Solutions Associate | Aon

Unraveling Hidden Biases in Résumé Screening - (Session ID 636)

8:00 AM – 8:50 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 35

Authors: Hendy, N.T., Davison, H.K., & Biderman, M.D. Unraveling hidden biases in résumé screening [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Many studies have documented the biases that older applicants and those with Black sounding names face in their job search. However, no research has examined whether having a preferred qualification (such as an HR certification) might compensate for race and age biases in résumé screening. This research found hidden age-based and race-based stereotypes and having an HR certification might have helped overcome these biases. The study findings provide insight into the subtle biases that older applicants or those with Black sounding names face in seeking managerial jobs.

Speaker



Nhung Hendy

Professor | Towson University

When Social Class Bias Emerges: Impact of Job Type and Job Relevance of Class Signals - (Session ID 659)

8:00 AM – 8:50 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 29

Authors: Xia, M., Dunlop, P. D., Tian, A. W., & Wee, S. (2025). When Social Class Bias Emerges: Impact of Job Type and Job Relevance of Class Signals [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The visibility of job candidates' social class information might potentially lead to biased evaluations. Drawing on service marketing literature and signaling theory, this research explores how job type and job-relevant class signals shape social class bias. Through a survey experiment (N = 226), it was found that social class bias is particularly pronounced in external client-facing roles with recruiters favoring candidates with higher class signals. Moreover, this bias only emerges when class-related signals are job relevant, highlighting the role of signal relevance in shaping bias.

Speaker



Mengting (Rachel) Xia

PhD Candidate | Future of Work Institute, Curtin University

Gender and Racial Biases in Selection Using Asynchronous Video Interviews - (Session ID 712)

8:00 AM – 8:50 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 30

Authors: Wee, S. Robins, J. & Dunlop, P. D. (2024). Gender and racial biases in selection using asynchronous video interviews [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Although the high structure of asynchronous video interviews (AVIs) should lead to lower biases, AVIs may still be prone to bias as they present cues that may activate implicit stereotypes. This preregistered repeated-measures study examined whether AVIs are susceptible to biases using responses from 4 actors of 1 of 2 races (Indian and White) and genders, evaluated by 472 participants. Participants rated job suitability and shortlisted candidates. Results showed no main effects of race on outcomes but a significant main effect of gender and an interaction between race and gender.

Speaker



Serena Wee
University of Western Australia

Impact of Diversity Statements on Racial Minority Versus Majority Applicant Reactions - (Session ID 747)

8:00 AM – 8:50 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 31

Authors: Bales, E., Egglar, K. D., & Olenick, J. (2024). Impact of diversity statements on racial minority vs. majority applicant reactions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors conducted 2 within-person experiments to evaluate how different types of diversity statements in job advertisements influenced application intentions. Study 1 indicates that value statements increase job pursuit intentions (JPI) ($\beta = .28, p = .044$) to a greater extent than traditional Equal Employment Opportunity statements for all participants. Study 2 indicates research-supported value statements fail to increase JPI beyond value statements. Overall, statement type did not influence application likelihood, and race was not a significant moderator in these relationships.

Speaker



Emma Bales
Undergraduate Research Assistant | University of Georgia

Reels to Real Jobs: Mixed-Methods Analysis of Recruitment Short-Form Video Content - (Session ID 927)

8:00 AM – 8:50 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 32

Authors: Bending, A., Xue, Y., Crowley, L., Young, T., Malloy, C., Morgan, A., & Scherbaum, C. (2025). Reels to Real Jobs: Mixed-Methods Analysis of Recruitment Short-Form Video Content [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Given the evolving landscape of social media, authors explore how employers are leveraging short-form video content (SFVC) for recruitment on Instagram and TikTok. Although many employers maintain separate recruitment accounts on these platforms, they often garner significantly less visibility compared to their main accounts. By analyzing the recruitment SFVC of the biggest 20 U.S. employers and developing a qualitative codebook to categorize these trends, this study sheds light on the current SFVC engagement strategies and identifies opportunities for more effective recruitment approaches.

Speaker



Anna Bending
Doctoral Student | The Graduate Center, City University of New York

A Meta-Analytic Review of Attraction to Organizational Characteristics - (Session ID 966)

8:00 AM – 8:50 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 34

Authors: Chapman, D.S. & Davies, C. (2024). A Meta-analytic Review of Attraction to Organizational Characteristics [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

A multilevel meta-analysis (514 coefficients, $N = 72,492$) of the recruiting literature focused on attraction to org characteristics such as company image, culture, prestige, and corporate social responsibility. Authors further investigate whether these relationships change over time, across age, race, gender, and sample type. Most org characteristics had moderate effects on attraction. These effects have increased over time except for location. Org characteristics have appeal across ages, genders, and races. Paid online sources were significantly different from student and field samples.

Speaker



Derek Chapman
University of Calgary

The Job Whisperer: How AI Is Transforming Job Seeking Strategies - (Session ID 1045)

8:00 AM – 8:50 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 1

Authors: Brodie, O. Y., Nolan, K., P., Murray, C., D., (2025). The Job Whisperer: How AI is Transforming Job Seeking Strategies [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Artificial intelligence (AI) is transforming job-seeking strategies, reshaping how candidates find and apply for employment. This study surveys 279 job seekers and reveals AI's widespread use in enhancing application materials, tailoring resumes and cover letters, and interview preparation. Notably, AI is being increasingly used in high-stakes tasks like answering interview questions and completing assessments, raising critical questions about fairness and authenticity in the hiring process as AI shifts job-seeking behaviors.

Speaker



Ofir Brodie
Senior Manager, Organizational Change Consultant | Bread Financial

A Meta-Analysis Predicting Medical Resident Performance - (Session ID 1058)

8:00 AM – 8:50 AM


TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 3

Authors: Kuncel, N. R., Bazian, I. M., Hazboun, M., Tai, M. H. (2024). A Meta-Analysis Predicting Medical Resident Performance [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In this meta-analysis of 226 studies, the relationship between predictors used in residency selection and subsequent resident performance was analyzed. Overall ratings of applicants were moderate predictors of performance ratings and ITE scores. USMLE Step 1 and 2 scores were moderate predictors of ratings and strong predictors of ITE and certification exams. Interviews and letters of rec were weak to moderate predictors of ratings. Clerkship performance was a moderate predictor of ratings. Prior research predicted subsequent research productivity and nothing else.

Speaker



Nathan Kuncel
Marvin D. Dunnette Distinguished Professor | University of Minnesota

Perceptions of Affirmative Action From University Students - (Session ID 1133)

8:00 AM – 8:50 AM


TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 4

Authors: Gutierrez A. R., Krome L. R., & Villareal A. D. (2024). Perceptions of Affirmative Action from University Students. Society of Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study explores the relationships among 3 main topics: social dominance orientation theory, organizational attractiveness, and affirmative action. This study will also examine how demographic factors such as age, gender, race, and ethnicity contribute to the main effects of affirmative action perceptions. The results showed a slight relationship between those with a low SDO or high support for affirmative action and an attraction to work at organizations that support diversity and affirmative action.

Speaker



Alexis Gutierrez
Graduate Student | St. Mary's University

Cracking the Code of Interviewer Games: The Interviewer Impression Management Scale - (Session ID 1171)

8:00 AM – 8:50 AM


TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 5

Authors: von Rooy, N. K., Schmitz-Wilhelmy, A., Roulin, N., & Kleinmann, M. (2025). Cracking the Code of Interviewer Games: The Interviewer Impression Management Scale [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

An interviewers' adept use of impression management (IM) tactics in employment interviews, defined as interviewer-IM (I-IM), impacts perceptions and subsequent decisions of applicants regarding job opportunities. Authors developed and validated an I-IM self-report measure in 4 independent studies (N = 1,045) using literature reviews, expert ratings, exploratory and confirmatory factor analysis and further analyzed interviewer characteristics, related constructs, and outcomes of I-IM. Fostering future research, this measure enables examining I-IM across interviews, interviewers, and organizations.

Speaker



Nathalie von Rooy
PhD-Student | University of Zurich

Personality Differences in Perceived Fairness of the Use of AI in Hiring Decisions - (Session ID 1185)

8:00 AM – 8:50 AM

TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 2

Authors: Brodie, O. Y., Saffer, M. S., Grossman, R., & Shahani-Denning, C. (2025). Personality Differences in Perceived Fairness of the Use of AI in Hiring Decisions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This introductory study examines perceptions of fairness in AI-driven versus human-driven hiring, focusing on personality traits like locus of control (LOC) and openness to experience (OTE) and hiring outcomes (accepted vs. rejected). As AI becomes more prevalent in selection, understanding its impact on candidates is crucial. Although AI offers efficiency, candidates often distrust it, especially in high-stakes decisions. This research explores how personality traits and outcomes influence these perceptions, providing both theoretical insights and practical recommendations.

Speaker



Ofir Brodie
Senior Manager, Organizational Change Consultant | Bread Financial

Modeling Applicant Attraction Effects on Adverse Impact and Job Performance - (Session ID 1268)

8:00 AM – 8:50 AM


TESTING/ASSESSMENT POSTER SESSIONS

Poster Board # 6

Authors: Cho, H., Newman, D.A., Tang, C. (2025). Modeling Applicant Attraction Effects on Adverse Impact and Job Performance [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Jones et al. (2022) specified conditions where applicant attraction on vocational interests would reduce adverse impact. Authors extend the Jones model to include job performance outcomes. Results reveal a subset of applicant attraction conditions that both reduces adverse impact and increases job performance.

Speaker



Matt Cho
Doctorate Student | University of Illinois

Remote Leaders: Expanding Remote Work Research From a Leader-Centered Perspective - (Session ID 387)

8:00 AM – 9:20 AM | Location: 701

LEADERSHIP

Authors: Kim, N. & Park, Y. (Co-Chairs) (2025). Remote Leaders: Expanding Remote Work Research from a Leader-Centered Perspective [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Despite extensive research on remote work, the scholarly understanding has focused primarily on its effects on employees, often overlooking leaders. Given the unique roles and expectations that remote work imposes on leaders, this symposium aims to broaden the remote work literature by examining (a) the impact of remote work on leaders (i.e., power and leadership emergence, remote leaders' role stressors) and (b) leadership factors that may address the unique demands of virtual contexts (i.e., less-masculine leadership prototype, paradoxical leadership).

Speakers



N. Sharon Hill

Professor of Management | The George Washington University



Nanhee Kim

Doctoral Student | University of Illinois at Urbana-Champaign



Sang-Hoon Lee

Assistant Professor | Loyola Marymount University



YoungAh Park

Associate Professor, School of Labor and Employment Relations | University of Illinois at Urbana-Champaign



Archana Tedone

Assistant Professor | Fairfield University

Resilience in High-Reliability Organizations: Managing Risk and Ensuring Sustainability - (Session ID 663)

8:00 AM – 9:20 AM | Location: 506

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Lee, J. (Co-Chair) & Payne, S. C. (Co-Chair) (2025). Resilience in High-Reliability Organizations: Managing Risk and Ensuring Safety [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

High-reliability organizations (HROs) operate in high-risk environments where errors can have catastrophic consequences, yet maintain safety and reliability. Resilience in HROs is crucial for anticipating, responding to, and adapting to challenges while minimizing risks. This symposium examines resilience across various HRO settings, focusing on safety climate, leadership, psychological safety, and other multilevel factors that enable organizations to sustain performance in high-risk conditions. It offers insights into resilience mechanisms and potential interventions.

Speakers



Andrea Bazzoli

Assistant Professor | Baruch College & CUNY Graduate Center



Jin Lee

Associate Professor | Kansas State University



Stephanie Payne

Professor | Texas A&M University



Christian Resick

Drexel University



Moana Sargent

Graduate Student | Kansas State University

What You Need to Know Now: Hostility, Mental Health, and Vulnerable Populations - (Session ID 1234)

8:00 AM – 9:20 AM | Location: 207

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Baranik, L. (Co-Chair) & Kath, L. (Co-Chair) (2025). What you need to know now: Hostility, Mental Health, and Vulnerable Populations [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

SIOP members are showing increased interest in workplace hostility, mental health and vulnerable populations according to SIOP member surveys. This symposium provides reviews and updates on 5 major areas of I-O psychology: incivility, aggression, mental health, sleep, and vulnerable populations (i.e., minors, imprisoned people, and migrants). Presenters provide overviews of their topic, recent changes, suggestions for future research, and recommendations for practice.

Speakers



Lisa Baranik

University at Albany, SUNY



Jennifer Dimoff

Associate Professor; Kathryn Tremblay Endowed Professor of Workplace Mental Health | Telfer School of Management at the Un...



Keaton Fletcher

Colorado State University



Michelle (Mikki) Hebl

Professor | Rice University



Lisa Kath

Associate Professor | San Diego State University



Claire Elizabeth Smith



Rui Zhong

Assistant Professor | Smeal College of Business at Penn State University

Innovative Investigations Into Individual Differences in the Workplace - (Session ID 727)

8:00 AM – 9:20 AM | Location: 503/504

PERSONALITY

Authors: Zeytonli, A., (Co-Chair), Jimenez, W. P. (Co-Chair), & Kaplan, S. (Discussant). (2025). Innovative investigations into individual differences in the workplace [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Zeytonli, A., Jimenez, W. P., Hu, X., & Nabulsi, Y. (2025). Grateful on the grind: A meta-analysis of workers' trait and state gratitude. Toich, M. J., & Tett, R. P. (2025). Comparing three levels of personality-based fit in workplace attraction intentions. Zhang, D. C., Dodangeh, N., & Reeves, K. (2025). Economic preferences as novel predictors of work performance. Masser, J. N., Rice, J. D., & Harris-Watson, A. M. (2025). Developing a measure of agency and communion from facets of the Big Five.

This symposium showcases 4 studies on individual differences in the workplace. Although this area of inquiry is over a century old, the research presented here—spanning trait-state comparisons, personality-based fit, economic preferences, and a creative repurposing of a popular personality measure—is far from antiquated. The researchers employed a variety of compelling research methods and analyses, including meta-analysis, a multilevel vignette study, Bayesian statistics, and factor analysis. In short, this symposium comprises innovative investigations into individual differences at work.

Speakers



William Jimenez

Research Psychologist | U.S. Army Research Institute for the Behavioral and Social Sciences



Seth Kaplan

Professor | George Mason University



Jeffrey Masser

Graduate Research Assistant | Purdue University



Margaret Toich

Research Psychologist | Department of the Army



Asiye Zeytonli

PhD Candidate | West Virginia University



Don Zhang

Associate Professor & Program Director | Louisiana State University

New Advances in Research on the Assessment and Effects of Careless Responding - (Session ID 444)

8:00 AM – 9:20 AM | Location: 603

MEASUREMENT/STATISTICAL TECHNIQUES

Authors: Ramsey, C. M. (Co-Chair), Amey, R. C. (Co-Chair), & DeSimone, J. A. (Discussant). (2025). New Advances in Research on the Assessment and Effects of Careless Responding. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Sawhney et al., (2025). Examining Adaptive Response Time as an Indicator of Careless Responding Ramsey & LaHuis (2025). Careless Mistifs: The Validity of Using Polytomous Measures of Person-Fit to Assess Careless Responding Amey et al., (2025). Identifying Quality Responses: Using Topic Modeling to Identify Careless Responding in Text Data Howardson & Crede (2025). Spurious Interaction Effects in the Presence of Random Responding

This symposium presents recent advances in research regarding the measurement of careless responding and effects careless responding on data quality. Specifically, this proposal contains 4 papers that examine (a) the validity of a novel item-specific response time index for assessing carelessness, (b) the validity of IRT-based measures of person fit for assessing careless responding, (c) the validity of topic modeling for screening text questions for carelessness, and (d) the extent to which carelessness can confound tests of moderation.

Speakers



Justin DeSimone

University Of Alabama



Garrett Howardson

Industrial-Organizational Psychologist | US Army



Dr. Gargi Sawhney

Assistant Professor | Auburn University

Understanding and Controlling AI-Assisted Faking - (Session ID 745)

8:00 AM – 9:20 AM | Location: 201

TESTING/ASSESSMENT

Authors: Yankov, G. P. (Chair) (2025). Understanding and Controlling AI-Assisted Faking [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Phillips, J., Robie, C., Bourdage, J., Christiansen, N., Dunlop, P., Risavy, R., & Speer A. (2025). Can ChatGPT Outperform Humans in Faking a Personality Assessment While Avoiding Detection? Tu, N., Nie, W., & Sherman, R. (2025). Detection of ChatGPT-Generated Responses in Personality Assessments: Techniques and Implications. Pitcher, B., & Yankov, G. (2025). Toward Detecting GenAI Faking in Assessment Center Written Exercises. Butera, H., & Baytalskaya, N. (2025). The Impact of Pre-Assessment Warning Statements on Generative AI use in Online Assessments. Dunlop, P., Holtrop, D., Oostrom, J., & Bourdage, J. (2025). Your Star Job Candidate Has Used Generative AI! Now What?

Faking on preemployment assessments has been exacerbated by the rise of generative AI (GenAI) and freely available tools like ChatGPT. The 5 studies in this symposium explore the gravity of, detection methods/tools for, and reactions to AI-assisted faking. The first study reveals that AI can fake personality assessments. The next 3 studies propose effective methods, tools, and strategies to control AI-assisted faking. The final study explores reactions to AI-assisted faking and finds them to be mixed. The session is equally valuable for academics and assessment practitioners.

Speakers



Hilary Butera

Senior Consultant Assessment Solutions | Talogy



Bradley Pitcher

Research Scientist | DDI | Development Dimensions International



Naidan Tu

Assistant Professor | Kansas State University



Georgi Yankov

Principal Research Scientist @ DDI

I-Os and Their Organization's Use of AI Based Assessments: Who's in Charge Here? - (Session ID 1240)

8:00 AM – 9:20 AM | Location: 205

TESTING/ASSESSMENT

Authors: Handler, C.A. (Co-chair), Kamin, A. (Co-chair), Caylor, J. (Panelist), Dreyer, M. (Panelist), Martin, N., (Panelist), Norris-Watts, C. (Panelist), Scaduto, A. (Panelist). (2025). I-Os and Their Organization's Use of AI Based Assessments - Who's in Charge Here? [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session will provide attendees with a firsthand look at the use of AI based assessments at enterprise companies through the lens of I-O psychologists who oversee their organization's assessment programs. Panelists all participated in a research project conducted by the session's cofacilitators. The session will highlight the results of this research and give panelists the opportunity to bring its results to life. Areas of focus include past, present, and anticipated use of AI based assessments; factors influencing the adoption of these tools; and panelists' role as gatekeepers.

Speakers



Jesse Caylor

Senior HR Manager | Procter & Gamble



Matthew Dreyer

Global Head of Talent Management | Prudential Financial



Charles Handler

President and Founder | Rocket-Hire



Allen Kamin

Principal, Organization Development Consulting | Oracle



Nicholas Martin

Meta



Christina Norris-Watts

Head of Assessment & People Practices | Johnson & Johnson



Anne Scaduto

Talent Assessment Leader | GE Aerospace


Ask the Experts Part 2: Crowdsource Solutions to Your Top Talent Challenges - (Session ID 764)


STRATEGIC HR/UTILITY/CHANGING ROLE OF HR


Authors: Haas, J. B., Battista, M., Campbell, M., Hulett, A., Labrador, J., Lemelle, C., Rosett, C., & Rotolo, C. (2025). Ask the Experts Part 2: Crowdsourcing Solutions to Your Top Talent Challenges [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


Join leading industry experts in this interactive session designed to address key talent and HR challenges through dynamic roundtable discussions, focused on employee listening, diversity, equity, and inclusion, learning and development, leadership, assessment and selection, talent/performance management, and people analytics. In this session, attendees collaborate with experts and peers to develop actionable solutions ready for implementation in organizations. Attendees will leave with valuable insights and strategies to navigate complex talent issues and drive meaningful organizational impact.


Speakers


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Mariangela Battista
VP, Global Head of Talent Management | IGT
- 


Michael Campbell
Development Architect & Director of Talent Development | Workday
- 

Julia B. Haas
Head of Talent Assessment | Carl Vinson Institute of Government, University of Georgia
- 

Anna Hulett
XM Scientist | Qualtrics
- 

Jeffrey Labrador
Director of Talent Solutions | Humancore
- 

Chloe Lemelle
Assistant Vice President, Culture & Inclusion | AT&T
- 

Christopher Rotolo
VP, Global Talent | MiTek, Inc.
- 

David Swanagon
Chief Executive Officer | Machine Leadership

Mentorship for the WIN: Program Mentors, Mentees, and Organizers Share Lessons Learned - (Session ID 961)


9:30 AM – 10:20 AM | Location: 506


CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT


Authors: Stephens, A. (Chair), Flores, C. (Panelist), Mecca, J.(Panelist), Stocks, M.(Panelist), Tran, N.M.(Panelist), Waiwood, A., (Panelist). (2025). Mentorship for the WIN: Program Mentors, Mentees, and Organizers Share Lessons Learned [Mashup]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


Effective mentorship plays a critical role in women's career development. This interactive session focuses on the Women's Inclusion Network (WIN) mentorship program, designed to create a small group environment for sharing expert advice, creating connections with SIOP members, and building a network of trusted professionals. This session brings together current and former WIN mentors, mentees, and organizers to discuss expectations, roadblocks, and how to make the most of a mentoring relationship. Participants will be encouraged to ask questions and share insights during this mashup session.


Speakers


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Catalina Flores
Industrial-Organizational Psychology Consultant | Modern Hire - a HireVue Company
- 

Jensen Mecca
Manager - People Insights | Dick's Sporting Goods
- 

Ashley Stephens
Co-Owner, External Consultant | The Crane & The Bull, Corp
- 

Megan Stocks
HR Generalist | Jinko Solar
- 

Mia Tran
Associate Professor of IO Psychology | Salem State University
- 

Aashna Waiwood
Lead Research Scientist | United States Department of Defense

Invited: Recognizing and Exploring the Working Class - (Session ID 1691)


9:30 AM – 10:20 AM | Location: 702/704/706


OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING


Authors: Bourque, L. C. (co-chair), Ong, X.W. (co-chair), Keith, M.G., & Kish-Gephart, J.J. (2025). Invited: Recognizing and Exploring the Working-Class [Alternative Presentation]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


Research in industrial-organizational psychology and related fields primarily studies "white-collar" jobs, neglecting blue collar, pink collar, retail, service, care, and gig work, which constitute 31% of the U.S. workforce (Gallup, 2024). This gap is problematic as working-class jobs are essential to the economy. There is limited research on improving job satisfaction and well-being in these sectors due to data collection barriers. Authors will hold rotating table discussions with experts and graduate students to address research directions and methodological issues regarding working-class jobs.

Speakers

- 

Leah Bourque
PhD Student | UNC Charlotte
- 

Melissa Keith
Assistant Professor | Bowling Green State University
- 

Xin Wei Ong
Graduate Teaching Assistant | University of Akron
- 

Matthew Ng
Assistant Professor of Psychological Science | Missouri University of Science and Technology

The Impact of Nontraditional Work on Workers, Organizations, and Society - (Session ID 811)

9:30 AM – 10:20 AM | Location: 302/303


STRATEGIC HR/UTILITY/CHANGING ROLE OF HR


Authors: Burlacu, G., Cropanzano, R., Hunt, S., & Pytlovany, A. (2025). The impact of non-traditional work on workers, organizations, and society (an alternative session). Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United


States.


Technological advancements, remote work models, and increasingly turbulent markets have created the possibility for more nontraditional talent models (i.e., gig labor, freelancing, and other modes of work that do not require a traditional 9-to-5 full time employment contract). This panel will bring together researchers and practitioners to discuss the current and potential impact of nontraditional work on people, organizations, and our workforce and society at large.

Speakers

- 

Gabriela (Gabby) Burlacu
Senior Research Manager | Upwork Research Institute
- 

Russell Cropanzano
Professor of Organizational Behavior | University of Colorado
- 

Steven Hunt
Founder | i3 Talent LLC
- 

Amy Pytlovany
Director of Research & Assessments | Center for Parental Leave Leadership

Invited: COI - Strategic and Ethical Use of AI in Organizations - (Session ID 1689)


9:30 AM – 10:20 AM | Location: 708/710/712


TECHNOLOGY


Authors: Kochert, J., Seybert, J., McLemore, P. B., Rolwes, P., & Tran, E., (2025). Community of Interest: Strategic & ethical use of AI in organizations. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


Artificial intelligence (AI) has reached a pivotal moment, driven by recent advancements in user-friendly technologies, making it an increasingly valuable tool for organizations. As with all historical technological leaps, it's crucial to reflect on the strategic and ethical implications of AI use. This COI will present the current and future state of AI integration in organizations, as well as the ethical implications of AI use. Participants in the COI will share their experiences and research on AI's application and the ethical considerations, providing real world context.


Speakers

- 

Jonathan Kochert
Team Lead for U.S. Army Research Institute for Behavioral and Social Sciences, FBRU | U.S. Army Research Institute for Behav...
- 

Pete McLemore
PhD Student | UTA
- 

Patrick Rolwes
CodeSignal Inc.
- 

Jacob Seybert
Manager, People Science | Roblox
- 

Ellie Tran
PhD Student | University of Texas at Arlington

From Silos to Synergy: Interdisciplinary Approaches to Strengthen I-O Psychology - (Session ID 579)


9:30 AM – 10:20 AM | Location: 203


OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING


Authors: Stark, H. P. (Co-Chair), Castro, D. M. (Co-Chair), Brossoit, R. M. (Co-Chair), Sasso, T., Storey, R., Calderwood, C., Shoenfelt, E. L., Dalal, D. K., & Foster, L. L. (2025). From silos to synergy: Interdisciplinary approaches to strengthen I-O Psychology [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


Organizations face increasingly complex challenges that require insights beyond I-O. Presenters will discuss how I-O, in combination with sexuality and gender studies, learning science, exercise science, sport psychology, decision sciences, and other areas of applied psychology, can innovatively address issues with the greatest expected impact on the global workforce. This session aims to strengthen I-O research, practice, and impact by encouraging audience members to rethink their approaches to workplace problems through a broader interdisciplinary lens.


Speakers


- 


Charles Calderwood
Virginia Tech
- 

Destiny Castro
Graduate Research Assistant | Rice University
- 

Dev Dalal
Associate Professor | University at Albany, SUNY
- 

Lori Foster
President | International Association of Applied Psychology
- 

Hannah Perkins Stark
Doctoral Candidate | Louisiana State University
- 

Elizabeth (Betsy) Shoenfelt
Principal Consultant | Strategic Performance Solutions
- 

Rebecca Storey
Graduate Student | Georgia Institute of Technology

Invited: Awards - Best of SIOP - (Session ID 1671)

9:30 AM – 10:20 AM | Location: 505

MEASUREMENT/STATISTICAL TECHNIQUES

Authors: Marlow, S. (Facilitator), Roch, S. G., Shockley, K., Sylvara, A., Silver, E. R., Ghahremani, H., Diefendorff, J., Dutli, A., & Nguyen, T. P. H. (2025). Awards: Best of SIOP [Ignite]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Roch, S. G. (2025). Awards: Best of SIOP [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Shockley, K., Crawford, N., Dodd, H., Dutli, A., & Sawyer, K. (2025). Award: Best of SIOP [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Sylvara, A. (2025). Award: Best of SIOP [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Silver, E. R., Hebl, M. & Oswald, F. (2025). Award: Best of SIOP [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Ghahremani, H. (2025). Award: Best of SIOP [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


Diefendorff, J., Kim, T.-Y., Ong, X. W., & Thornton-Lugo, M. A. (2025). Award: Best of SIOP [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


Dutli, A. (2025). Award: Best of SIOP [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


Nguyen, T. P. H. (2025). Award: Best of SIOP [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


This IGNITE style session features research conducted by 2024 SIOP grant award winners, including the Bray-Howard, Graen, Hebl, IRC, Zedeck-Jacobs, and Small Grant winners. Presenters will each discuss their award-winning research in 5 minutes, followed by an opportunity for audience questions and discussion.


Speakers

- 

Dr. James M. Diefendorff
University of Akron
- 

Shannon Marlow
Assistant Professor of Management | The University of Texas at San Antonio
- 

Kristen Shockley
Associate Professor | Auburn University
- 

Ashley Sylvara
Kansas State University
- 

Sylvia Roch
University at Albany, SUNY

Insight to Impact: Translate Data, Insights to Impact Through Storytelling and Action - (Session ID 903)


9:30 AM – 10:20 AM | Location: 205


STRATEGIC HR/UTILITY/CHANGING ROLE OF HR


Authors: Beechly, L., Besner, N., Bonner, S., Head, B., Knighten, J., (2025) Insight to Impact: How to Translate Data and Insights into Impact Through Storytelling and Actions [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.


In this 50-minute session, Perceptyx will present modules from "Analytics to Action," a Master Tutorial highlighting strategies for translating data into impact. Experts Dr. Lauren Beechly and Dr. Brittany Head will guide attendees through 5 key learning objectives, including connecting data to business priorities, synthesizing key data themes, managing personal reactions to data, communicating results effectively, and creating sustainable implementation. Case studies from Coke Consolidated, NBCUniversal, and 3M showcase practical applications, followed by Q&A and discussion.

Speakers

- 

Noa Besner
Senior Director, Global Talent Development | NBCUniversal
- 

Shannon Bonner
Manager - Talent Assessment | 3M
- 

Brittany Head
Principal Consultant | Perceptyx
- 

Jenni Knighten
Sr. Director, Engagement & Experience | Coca-Cola Consolidated

Pathways to Impact: Job Crafting Through Alternative Leadership Roles in Higher Ed - (Session ID 262)


9:30 AM – 10:20 AM | Location: 207


CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT


Authors: Fullick-Jagiela, J. M. (Co-Chair), Bedwell-Torres, W. L. (Co-Chair), DiazGranados, D., Finkelstein, L., & Jones, K. (2025). Exploring pathways to impact: Job crafting and alternative leadership roles in higher ed [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


This panel explores job crafting through alternative higher education leadership roles, such as faculty senate, center directorship, student program development, employee resource group leadership, and executive education. It highlights diverse pathways for faculty to create meaningful work and positive impact in academia. Attendees will gain insights into job crafting, learn from leaders' experiences, and discover strategies for implementing job crafting to enhance career satisfaction and meaningful impact.


Speakers

- 

Wendy Bedwell-Torres
University Of Memphis
- 

Deborah DiazGranados
Associate Professor | Virginia Commonwealth University
- 

Lisa Finkelstein
Professor | Northern Illinois University
- 

Julia Fullick-Jagiela
Professor & Chair of Management | Quinnipiac University
- 

Kiku Jones
Chair of Business Analytics & Information Systems | Quinnipiac University

What a Difference an Election Makes: EEOC/OFCCP Practitioner Update - (Session ID 855)


9:30 AM – 10:20 AM | Location: 607


STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Colosimo, J.L. (Chair), Aamodt, M.G., Davis, L., Duncan, M., Foster, K.E. (2025). What a Difference an Election Makes: EEOC/OFCCP Practitioner Update. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Organizations are under increased scrutiny from the EEOC, OFCCP, and private litigants concerning affirmative action, nondiscrimination, and DEI efforts. Federal agencies and contractors must adjust to shifts in political leadership and regulatory efforts at the science-law intersection. This panel will update the I-O community on EEO trends, current enforcement by agencies, DEI initiatives, pay equity, and AI regulation, with insights into potential impacts of the U.S. presidential election. Experts including legal professionals, practitioners, and employers will share their perspectives.

Speakers

- 

Michael Aamodt
Principal Consultant | DCI Consulting Group
- 

Joanna Colosimo
Vice President, Workforce Analytics & Compliance Strategy | DCI Consulting Group, Inc.



Laura Davis

Head of Global Talent Acquisition Business Execution, Affirmative Action and Selection & Assessment | Wells Fargo



Michelle Duncan

Attorney | Jackson Lewis, P.C.



Dr. Katey E. Foster

Vice President, Solution Delivery & Litigation Support | APTMetrics

¡Para la Cultura! Embracing and Leveraging Latine Culture in Industry and Academia - (Session ID 1136)

9:30 AM – 10:20 AM | Location: 401/402

INCLUSION/DIVERSITY

Authors: Guerrero, P. (Co-Chair), Bueno, A. (Co-Chair), Solis, L., Roberson, A., Delgado, P. (Panelist), Erskine, S. (Panelist), Feitosa, J. (Panelist), Ferdman, B. (Panelist), Gonzalez-Morales, M.G. (Panelist), & Magaña, Z. (Panelist) (2025). ¡Para la cultura! Embracing and leveraging Latine culture in industry and academia [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The increasing number of Latine professionals in both industry and academia highlights the need for deeper exploration into their experiences navigating workplace dynamics influenced by cultural identity. Despite their growing presence, many face challenges such as cultural stereotypes and feelings of marginalization. These barriers often hinder their ability to fully express and embrace their cultural heritage while striving for professional advancement. This panel aims to offer insights into fostering inclusive, multicultural environments that support the identities of Latine professionals.

Speakers



Ayline Bueno

Graduate Teaching and Research Assistant | The University of Texas at Arlington



Dr. Samantha Erskine

UMass Boston



Jenn Feitosa

Associate Professor of Psychological Science | Claremont McKenna College



Bernardo Ferdman

Founder & Principal | Ferdman Consulting



Patricia Guerrero



Zytialy Magaña

Latinos in I-O Psychology



M. Gloria González-Morales

Director of Center for Academic & Faculty Excellence | Claremont Graduate University

Nudging Ahead: The Future of Personalized Organizational Interventions - (Session ID 825)

9:30 AM – 10:20 AM | Location: 603

JOB ATTITUDES/ENGAGEMENT

Authors: Omansky, R. (Co-Chair), Weintraub, J. (Co-Chair), Foley, K., Griswold, K., Garcia, C. (2024). Nudging Ahead: The Future of Personalized Organizational Interventions [Panel]. Society for Industrial Organizational Psychology Annual Conference, Denver, CO, United States

This panel session will touch on what nudging is; ways to create and implement nudges to drive actions, tips, considerations; the role of technology and nudges in transforming the follow-up process; and new frontiers for nudging in organizations.

Speakers



Kaytlynn Griswold

Global Talent Management Associate Manager | PepsiCo



Rachel Omansky

Director, BD & Analytics Research | ADP



Caribay Garcia Marquez

Principal Manager, People Science Product & Thought Leadership | Microsoft Viva



Jared Weintraub

People Analytics Manager | Deloitte | NYU | The Flow Group

Show Us the Money: Need for Further Research and Educational Support in Compensation - (Session ID 784)

9:30 AM – 10:20 AM | Location: 705/707

JOB ATTITUDES/ENGAGEMENT

Authors: Maneotis, S. M. (Chair), Beer, L., Carter, K., England L., Klos, L. S., & Manso, J., (2025). Show us the money: The need for further research and educational support in compensation [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Employee compensation is a critical talent management function and yet an area where research and education often leave practitioners underprepared. A panel of experts with a variety of degree types (e.g., MS, MBA, PhD) and experience (higher education, public and private sector industry) are assembled to discuss how they use research (or not) to inform compensation decisions within their work roles and how their graduate educations support (or did not) their ability to interface with compensation decisions and data. Implications for researchers, practitioners, and educators are discussed.

Speakers



Lynn Beer



Krista Carter

Senior Manager, Talent and Organizational Development | Advanced Energy



Lisa England

Adjunct Lecturer | University of Iowa



Leah Klos

ORISE Fellow at National Bio and Agro-Defense Facility | Oak Ridge Institute for Science & Education



Sarina Maneotis

Teaching Assistant Professor | Kansas State University



Julio Manso

EVP, Human Resources - Consumer Bank | KeyBank, NA.








New Directions in Candidate Feedback: Collecting, Analyzing, and Actioning - (Session ID 568)

TESTING/ASSESSMENT

Authors: Asbury, H., Besl, A. (Co-Chair), Cerasoli, C. P., King, R., Simonet, D. (Co-Chair), Specht, M., Swindler, S. (2025). New Directions in Candidate Feedback: Collecting, Analyzing, and Actioning [Panel Session]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The intention of this panel is to explore new directions in candidate feedback. The experience of candidates who apply for a job has an impact on likeliness to accept, refer to a friend, and even subsequent success in-role. With the advent of new technologies and services, it's time to revisit how I-Os assess the experience of candidates. Panelists will explore what has been done, what is new, and how I-Os should pivot to meet the evolving needs of organizations. The moderated session will engage the audience, leaving time for Q&A at the end.

Speakers

- **Hannah Siwik**
Consultant | Talogy
- **Allison Besl**
Sr. Research Scientist | Amazon
- **Dr. Christopher P. Cerasoli**
Sr AD People Analytics | Boehringer Ingelheim Pharmaceuticals USA, Inc.
- **Rachel King**
Chief Data Scientist | Vero AI
- **Dan Simonet**
Sr. Research Scientist | Global Hiring Science | Amazon
- **McKenzie Specht**
Scientist | SHL
- **Dr. Stephanie (Swindler) Boone**
Research Scientist | Amazon







All Aboard the Skills Train: Laying the Tracks for Skills-Based Transformations - (Session ID 1506)

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Cooper, K. (Chair), Fursman, P., Walsh, J., Acosta, J., Rohlf, J., & Mills, B. (2025). All Aboard the Skills Train: Laying the Tracks for Skills-based Transformations [Panel]. Society for Industrial Organizational Psychology Annual Conference, Denver, CO, United States.

With organizations facing rapid advances in technology, shifting market demands, and frequent changes to candidate pools, many are transforming their talent strategies to focus on a skills-based approach. This panel brings together experts from diverse backgrounds to discuss the complex issues and strategies related to skills-based transformations. Drawing upon their personal experiences and expertise, the panelists will share insights into the tactical, organizational, and practical aspects of this transformation, providing valuable guidance for I-O psychologists and HR professionals.

Speakers

- **Jen Diamond Acosta**
Kenvue
- **Kristen Cooper**
Head of Solutions Consulting, Americas | SHL
- **Paul Fursman**
Consultant | SHL
- **Britany Mills**
Organizational Effectiveness Manager | The Home Depot
- **Josh Rohlf**
Principal Statistician | State Farm
- **Julia Walsh**
Global Talent Assessments | General Mills








The Internship Equation: Intern and Supervisor Perspectives for a Successful Internship - (Session ID 628)

TEACHING I-O PSYCHOLOGY/STUDENT AFFILIATE ISSUES/PROFESSIONAL DEVELOPMENT

Authors: Chacko, M., Krome, L. R. (Chair), Cox, C. B., Bousman, L., Barto, E., Biswell, A., Gonzalez, M., & Burt, A. (2025). The Internship Equation: Intern and Supervisor Perspectives for a Successful Internship [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The purpose of this panel is to share internship experience through the lens of the student-university-employer internship effectiveness model. Featuring pairs of interns and their supervisors, this panel will provide insights on the preparation, execution, and evaluation phases of the internship process. This session will present insights and recommendations tailored for 3 key groups: practitioners who lead interns, students in search of internship opportunities, and academics who assist students throughout their internship journey.

Speakers

- **Erica Barto**
Lead Selection, Testing, & Assessment Specialist | Valero
- **Ashley Biswell**
Employee Engagement Analyst | Valero
- **Lindsay Bousman**
Senior Director of Culture and Belonging | Dayforce
- **Mary Chacko**
Research Associate | Veris Insights
- **Lesly Krome**
Chair & Graduate Program Director of I/O Psychology | St. Mary's University
- **Abigail Burt**
Operational Technologies
- **Miguel Gonzalez**
Operational Technologies






Optimizing AI Adoption: Measuring Sentiment and Productivity Across Industries - (Session ID 925)

TECHNOLOGY

Authors: Watson, J. (Chair), Sodhi, K. (Panelist), Kline, K. (Panelist), Nesnidol, S. (Panelist), & Jacobson, C. (Panelist) (2025). Optimizing ai adoption: Measuring sentiment and productivity across industries [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Denver, Colorado, United States.

As AI tools, particularly generative AI, become more common, companies face challenges in measuring their impact on employees, culture, and business outcomes. This panel brings together leaders from Target, Vaya Group, Intel, Dell Technologies, and Microsoft to discuss their approaches to measuring AI's influence on key metrics and employee experiences. Panelists will share best practices, early data insights, and offer participants a chance to explore specific areas, ask questions, and brainstorm solutions for their own organizations.

Speakers

- **Caitie Jacobson Mikulis**
Employee Listening and Analytics Lead | NetApp
- **Kelsey Kline**
Director, Workforce Science Solutions | Intel Corporation
- **Sami Nesnidol**
Principal Organizational Psychologist, People Analytics & Insights | Target
- **Ketaki Sodhi**
Microsoft
- **Jeremy Watson**
Managing Consultant | Vaya Group

Practical Solutions to Common Challenges in Impact Measurement - (Session ID 1154)





9:30 AM – 10:20 AM | Location: 507

TESTING/ASSESSMENT

Authors: Ho, C.-L. (Chair), Champion, H., Fleck, C., & Kosovich, J. J. (2025). Practical solutions to common challenges in impact measurement [Panel Discussion]. Society for Industrial and Organizational Psychology Conference, Denver, CO, United States.

Drawing on the collective knowledge and experience of practitioners and researchers in impact measurement, this session will explore common challenges in measuring the impact of learning and development initiatives; introduce three practical, under-valued solutions to help address those challenges; and demonstrate the application of the solutions with actual data and tools. Panelists will share insights to demonstrating the value of learning and development through impact measurement.

Speakers

- **Heather Champion**
Manager, Client Evaluation Services; Insights & Impact Senior Faculty | Center for Creative Leadership
- **Christina Fleck**
People Analytics - Strategic Research and Program Evaluation Leader | Deloitte
- **Chia-Lin Ho**
Executive Coach | 3G Leadership Solutions
- **Jeff Kosovich**
Senior Evaluation Associate | Center for Creative Leadership

Poster Sessions: Strategic HR/Utility/Changing Role of HR, Counterproductive Behavior/Workplace Deviance, and Teaching I-O Psychology/Student Issues/Professional Development

9:30 AM – 10:20 AM | Location: Mile High Ballroom

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANC

TEACHING I-O PSYCHOLOGY/STUDENT AFFILIATE ISSUES/PROFESSIONAL DEVELOPMENT

POSTER SESSIONS

A Qualitative Analysis of Experts' Perspectives on Adverse Impact Indices - (Session ID 175)

9:30 AM – 10:20 AM

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR


POSTER SESSIONS

Poster Board # 12

Authors: Courey, K. A., & Oswald, F. L. (2025). A qualitative analysis of experts' perspectives on adverse impact indices [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This qualitative study explores how 31 nationally renowned personnel selection and legal experts select, apply, and communicate adverse impact indices. Specifically, this study provides rich expert insights on the most compelling indices when supporting versus defending adverse impact claims, the easiest versus most difficult indices to communicate to stakeholders, and the indices viewed as ideal. Authors find that the overall landscape of adverse impact has remained largely consistent and conclude with exploring some novel methods presented by study participants.

Speaker

- **Karyssa Courey**
Ph.D. Candidate | Rice University

Women's LDP Self-Nomination: Gender, Cultural Values, and Leadership Self-Efficacy - (Session ID 268)

9:30 AM – 10:20 AM

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

POSTER SESSIONS

Poster Board # 18

Authors: Natale, A. N., Dinh, J. V., & Weglarz, E. (2025). Women's LDP self-nomination: Gender, cultural values, and leadership self-efficacy [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examined gender and cultural differences in self-nomination for a leadership development program (LDP). Additionally, leadership self-efficacy (LSE) was examined as a mediating mechanism. As organizations look for ways to increase the representation of women in LDPs, this study helps to better understand some of the potential benefits and unintended consequences of moving toward a self-nomination process for entry and provides a potential intervention point through targeting LSE. Moving toward LDP self-nomination warrants more attention by both researchers and practitioners.

Speaker

- **Alessa Natale**
The graduate Center And Baruch College, CUNY

An Eye for an Eye or a Good for an Evil? - (Session ID 1354)

9:30 AM – 10:20 AM

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR POSTER SESSIONS

Poster Board # 6

Authors: Zhao, Z. J., Kang, S., Lee, Y. E., Chen, E. (2024). W. An Eye for an Eye or a Good for an Evil? The Dual Paths of Workplace Incivility and Their Outcomes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Drawing from Kelley's covariation model, this study discusses victims' attribution process of workplace incivility and their subsequent responses. Authors propose that high consistency, high distinctiveness, and low consensus of incivility lead to perceived intentionality, increasing victims' hostility and incivility. Conversely, low consistency, low distinctiveness, and high consensus lead to perceived unintentionality, increasing sympathy and organizational citizenship behavior (OCB). A micronarrative study and a vignette study largely supported these hypotheses. Implications are discussed.

Speaker



Zejun Zhao
Research Assistant, PhD student in Management | Florida State University

A Power Dependence Model of the Impact of Leader Impostorism - (Session ID 195)

9:30 AM – 10:20 AM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 15

Authors: Liu, Z., Wen, X., Qiu, F., Leavitt, K., Wang, X., & Tang, Z. (2025). A Power Dependence Model of the Impact of Leader Impostorism [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Leader impostorism describes the experience that one's attributes fall short of the standards expected in the leadership role, resulting in a sense of deception in fulfilling leadership responsibilities. Drawing upon the power dependence theory, research reveals that for leaders with a low power distance orientation, leader impostorism increases supervisor support through the mechanism of perceived power dependence on subordinates, whereas for leaders with a high power distance orientation, leader impostorism increases supervisor undermining through the mechanism of power threat.

Speaker



Zihan Liu
Assistant Professor of Management | University of Illinois Springfield

Displaced Aggression: A Review of the Literature and Roadmap for Future Research - (Session ID 244)

9:30 AM – 10:20 AM

POSTER SESSIONS COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE CONFERENCE AWARD WINNER

Poster Board # 17

Authors: Lagios, C., Restubog, S. L. D., Schilpzand, P., Kiazad, K., & Aquino, A. (2025). Displaced Aggression: A Review of the Literature and Roadmap for Future Research [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This article proposes an interdisciplinary review of displaced aggression theory with 3 main objectives. First, the review aims to provide a foundational understanding that can unify and integrate the diverse interpretations and applications of displaced aggression. Second, authors seek to expand the theory by elucidating its cognitive processes, leading to a more nuanced conceptualization of the phenomenon. Finally, the review culminates in the development of a comprehensive model of displaced aggression, which enhances understanding of the theory and guides future research.

Speaker



Constantin Lagios
PhD Student in Human Resources and Industrial Relations | University of Illinois at Urbana-Champaign, School of Labor and Em...

Item Generation and Refinement of the Gaslighting at Work Scale (GAWS) - (Session ID 304)

9:30 AM – 10:20 AM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 19

Authors: McCord, M. A., Sawhney, G., & Fisher, K. (2025). Item generation and refinement of the Gaslighting at Work Scale (GAWS) [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Gaslighting has received considerable attention in the popular press but has yet to be explored as a construct in organizational settings. To better understand gaslighting at work as a unique and impactful form of workplace deviance, it is important to operationalize this construct. The purpose of this study was to develop and refine items for a measure of gaslighting at work. The results suggest that the 7-item Gaslighting at Work Scale (GAWS) is a reliable, unidimensional measure that can be used to assess gaslighting at work. Future avenues for research on the topic are discussed.

Speakers



Kristen Fisher
Graduate Student | Old Dominion University



Mallory McCord
Assistant Professor of Industrial/Organizational Psychology | Old Dominion University

Gaslighting as a Stealth Mistreatment: An Interdisciplinary Review - (Session ID 320)

9:30 AM – 10:20 AM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 20

Authors: Park, J. & Kim, D. (2024). Gaslighting as a stealth mistreatment: An interdisciplinary review [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Gaslighting has recently gained significant attention among practitioners and scholars, with discussions spanning across multiple disciplines. However, research has yet to comprehensively examine how gaslighting is conceptualized and studied across these disciplines. This review integrates the range of definitions, measurements, and findings regarding gaslighting, highlighting key themes emerging from multiple fields. Review concludes by proposing future research agendas that can advance the understanding of gaslighting, particularly in the organizational settings.

Speaker



Junghwan Park
Ph.D. student | Temple University

Emotional Intelligence and Counterproductive Work Behaviors: A Meta-Analysis - (Session ID 363)

9:30 AM – 10:20 AM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 22

Authors: Ren, Z., Giordano, C., Ones, D. (2024). Emotional Intelligence and Counterproductive Work Behaviors: A Meta-Analysis. Poster presented at the SIOP 2025 Annual Conference.

Authors quantitatively examined the relations between emotional intelligence (EI) and counterproductive work behaviors (CWB). Meta-analyses addressed 2 questions: (a) what the criterion-related validities of EI in are predicting CWB, and (b) the relative importance of EI compared to personality and cognitive ability in predicting CWB. The findings support EI as a sufficiently strong correlate of counterproductive behaviors with mixed support for incremental validity. Mixed-trait EI showed noticeable incremental validity for predicting CWB above both Big 5 personality and cognitive ability.

Speaker



Ziyu Ren

Graduate Student | University of Minnesota, Twin Cities

Political Venting at Work: Exploration of a Timely Coping Strategy - (Session ID 441)

9:30 AM – 10:20 AM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 24

Authors: Hughes, I. M., Johnson, L. U., Bueno, A., & Curtis, E. Workplace political venting: Exploration of a timely coping strategy. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Given the chronicity and pervasiveness of political stress, employees may seek palliative relief by venting their negative emotions about politics to others at work. Importantly, however, the predictors, outcomes, and boundary conditions of such venting remains unknown. Using data from a 9-wave weekly study conducted during the 2024 United States primaries (NWeeks = 2,808, NEmployees = 312), authors map antecedents, mediators, and outcomes of political venting at work. Altogether, political venting at work is a self-destructive coping strategy that should be avoided.

Speaker



Ian Hughes

Assistant Professor | Texas A&M University

Upward Ostracism: Understanding Micromanage Leaders Through Power Threat - (Session ID 497)

9:30 AM – 10:20 AM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 25

Authors: Phung, V., Luo, Z., Salter, N., Shapiro, T., Liu, C (2025). Upward Ostracism: Understanding Micromanage Leaders through Power Threat [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Upward ostracism, in which leaders are excluded by their followers, has received minimal research attention. This study uses time-lagged survey methods to examine a sample of 153 leaders. Drawing from the temporal need-threat theory, it was found that upward ostracism is indirectly related to leader micromanagement via power threat. Findings also highlight the moderating effect of narcissism, suggesting that highly narcissistic leaders are more resilient to power threats caused by upward ostracism compared to those with lower levels of narcissism.

Speaker



Vi Phung

Rutgers university

An Interdependence Theory-Based Network Intervention to Reduce Workplace Ostracism - (Session ID 564)

9:30 AM – 10:20 AM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 26

Authors: Zhu, S., Wolfson, M., Labianca, G., Taylor, N., Yang, S. W., Krause, R., Watson, D., Otto, N. (2024). An Interdependence Theory-Based Network Intervention to Reduce Workplace Ostracism [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Ostracism, defined as being ignored or excluded by colleagues, negatively impacts workplace outcomes. Existing interventions focus on helping individuals cope with ostracism or seek out social connections. However, these approaches place undue responsibility on individuals. In a cluster-randomized field experiment with 28 military groups (N = 389), individuals participating in a group-based network intervention grounded in interdependence theory developed more positive reciprocal relationships (ties), and in turn felt less ostracized, more included, and had better training performance.

Speaker



Susan Zhu

Assistant Professor | University of Kentucky

Service With a Scowl: Reducing Customer Incivility and Employee Reciprocal Incivility - (Session ID 621)

9:30 AM – 10:20 AM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 27

Authors: Henle, C., & Kedhamath, U. (2025). Service with a Scowl: Reducing Customer Incivility and Employee Reciprocal Incivility [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Customers acting rudely toward service workers (customer incivility) often prompt employees to respond in kind (reciprocal incivility), which hurts company sales and profits. Drawing on the incivility spiral and negative exchange spiral models, Authors examine potential triggers and conditions that mitigate this relationship. They surveyed 157 customer service workers at 2 timepoints and found support for a moderated mediation model; poor service climate relates to higher customer incivility, which then relates to higher reciprocal incivility, especially when employees are less empathetic.

Speakers



Chris Henle

Professor | Colorado State University



Uma Kedhamath

Associate Professor of Management | University of Wisconsin Whitewater

No Cost of Being Fit? How Expectation Violation Valence Shapes Workplace Behaviors - (Session ID 697)

9:30 AM – 10:20 AM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 29

Authors: Liu, Y., & Ji, Y. (2025). No cost of being fit? How expectation violation valence shapes workplace behaviors. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This research explores potential bias against physically fit employees. Drawing on expectancy violation theory, authors propose that although fit employees may trigger positive stereotypes, they face harsher penalties when their behaviors violate others' expectations tied to these stereotypes. Colleagues may reduce organizational citizenship behaviors and avoid contact with them. A pilot study and 2 experiments support the hypotheses. The study contributes to research on fitness, stereotypes, and expectancy violation theory by highlighting the hidden cost of being physically fit in the workplace.

Speaker



Yuchuan Liu
Assistant Professor | Nanjing University, China

From Conflict to Crisis: Impact of Incivility on Leadership Succession - (Session ID 701)

9:30 AM – 10:20 AM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 30

Authors: Rafi, M. & Stawnychko, L. (2025). From Conflict to Crisis: Impact of Incivility on Leadership Succession. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors examine the critical issue of leadership crisis in universities, focusing on the impact of workplace incivility on academic leaders in Canadian business schools. Through semistructured interviews, this research highlights the effects of incivility on faculty, departments, and universities, with particular emphasis on leadership succession challenges. The study underscores the reluctance of faculty to assume leadership roles due to persistent incivility, contributing to the leadership crisis in higher education.

Speaker



Mehnaz Rafi
Graduate Teaching Assistant | Haskayne School of Business

The Reciprocal Relationship Between Incivility and Counterproductive Work Behavior - (Session ID 808)

9:30 AM – 10:20 AM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 31

Authors: Ju, C. S., Warnock, K. N., Fisher, K. M., Savage, J. M., & McCord, M. A. (2024). The reciprocal relationship between incivility and counterproductive work behavior [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines the reciprocal relationship between incivility and CWB using a cross-lagged design over a 4-month timeframe. The results indicated that, at most time points, there is a positive relationship between incivility and CWB, such that incivility predicts future CWB and CWB predicts future incivility. The findings suggest that experiencing incivility can lead to broader forms of deviance beyond perpetrated incivility and highlight the importance of intervention to prevent deviance and mistreatment from proceeding or spiraling into more severe behaviors over time.

Speaker



Christina Ju
Graduate Assistant | DePaul University

Engagement and CWB: Approach/Avoidance Work Motives as Moderator - (Session ID 812)

9:30 AM – 10:20 AM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 32

Authors: Ilie, A., Huber, A., Bat-Iredui, M., Jacobsen, S., Ispas, D., & Iliescu, D. (2025). Engagement and CWB: Approach/Avoidance Work Motives as Moderator [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Although previous research has examined the relationship between employee engagement and CWB, little is known about factors that can impact this relationship. Using a sample of 181 employees and their supervisors, authors found that engagement was negatively associated with CWB. They also explored how engagement and approach/avoidance work-motive combine to influence CWB. Results showed that the negative relationship between engagement and CWB was stronger when both approach motive was low and avoidance motive was high. Implications for research and practice are discussed.

Effects of Unethical Leaders: Employee Expediency, Meaning Depletion, and Neuroticism - (Session ID 835)

9:30 AM – 10:20 AM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 33

Authors: Johnston, Z. E. & Johnson, L. U. (2025). Effects of unethical leaders: Employee expediency, meaning depletion, and neuroticism [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States

This study uses COR theory to hypothesize that leader unethical pro-organizational behavior (LUPB) threatens employees' meaning from work and is positively associated with expediency to conserve resources, and that this effect is stronger for those high in neuroticism. A survey of 351 participants shows that LUPB undermines work meaning but does not affect expediency or show a moderating effect of neuroticism. However, supplemental analysis reveals significant relationships between LUPB, work meaning, expediency, and neuroticism's moderating effect.

Speaker



Zoe Johnston
People Analytics | Adobe

Spotting the Bad Apples: Behavioral Observations of Counterproductive Work Behavior - (Session ID 1170)

9:30 AM – 10:20 AM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 3

Authors: Schröder, V.S., Heimann, A.L., Ingold, P.V., & Kleinmann, M. (2025). Spotting the bad apples: Behavioral observations of counterproductive work behavior [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Preventing counterproductive work behaviors is an important goal for organizations, but measuring counterproductive work behaviors has been a challenge for researchers. This study examined behavioral observations in a standardized assessment center setting as a potential approach to measuring counterproductive work behaviors. Comparisons to self- and supervisor ratings and common selection predictors (i.e., conscientiousness and cognitive ability) demonstrate the potential of this new measurement approach and provide insight into the variance captured by each rating source.

Speaker



Valerie Schröder
University of Zurich

Perceptions of Leaders as Active Bystanders - (Session ID 1173)

9:30 AM – 10:20 AM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 4

Authors: Lim, S., Goh, E., Tay, E., & Lim, A. (2024). Perceptions of leaders as active bystanders [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Bystander intervention is a potential method for tackling workplace harassment, yet bystanders seldom intervene. Authors argue that when bystanders are in a position of power, they are likely to be perceived negatively when they do not intervene. In an online experiment (N = 292), it was found that observers perceived leaders to be higher in competence and warmth when they intervened, even if the intervention is conducted in a derisive manner. In turn, observers' competence and warmth perceptions of the leader were positively associated with prosocial behavioral intentions toward the leader.

Exploring the Motivations Behind Counterproductive Work Behaviors - (Session ID 1367)

9:30 AM – 10:20 AM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 7

Authors: Kidder, Q.A., Meade, A.W., Craig, S.B. (2025). Exploring the motivations behind counterproductive work behaviors [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study explored how expectancies about the benefits and costs of engaging in counterproductive work behaviors (CWB) relate to their performance. The key finding was that a low perceived likelihood of being caught was the strongest predictor of CWB engagement. Among the situational and personality variables examined, organizational constraints, self-control, and conscientiousness showed the strongest correlations with self-reported CWBs. Additionally, personality and situational factors directly influenced expectancy theory components.

Speaker



Adam Meade
Professor | North Carolina State University

Revisiting Big Five Predictive Validity for CWB Post-COVID-19: A Meta-Analysis - (Session ID 1385)

9:30 AM – 10:20 AM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 8

Authors: Her, D. Y., Zhou, Y., Newkirk, E., Viswesvaran, C., & Do, D. Revisiting the predictive validity of the Five-Factor Model on counterproductive work behavior in the post-COVID era: A meta-analysis.

Sackett et al. (2022) opened the conversation on revisiting validity estimates for prior predictors in the personnel selection field. Authors examine whether the Big 5's predictive validity for CWB has shifted post-COVID, as the pandemic reshaped workplace dynamics. Using construal-level theory (CLT) and a meta-analytic approach, authors compare pre- and post-COVID studies, finding that conscientiousness, agreeableness, and emotional stability remain valid predictors but with altered importance. Notably, openness emerged as a new predictor of CWB. These changes and their implications are discussed.

Speaker



Yuyang Zhou
Bentley University

Dark Personalities in the Workplace: (Un)Ethical for the Fun of It? - (Session ID 1574)

9:30 AM – 10:20 AM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 10

Authors: Carver, S. J., & Woodley, H. J. R. (2025). Dark Personality in the workplace: (Un)ethical for the fun of it? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors examined the relations between the Dark Triad traits of Machiavellianism, narcissism, and psychopathy, and (un)ethical outcomes through a dual-process mediation model in a MTurk sample (N=230). Strong support was found that these relations were explained through a cognitive (i.e., sincerity) and/or affective (i.e., impulsive sensation seeking) path. Nonetheless, the specifics of these relations varied for each Dark Triad trait, suggesting that Machiavellians, narcissists, and psychopaths engage in (un)ethical outcomes via distinct processes.

Speaker



Sarah Carver
Assistant Professor | Saint Mary's University

Unexpected Humor, Powerful impact: Leader Introversion, Humor, and Employee Outcomes - (Session ID 180)

9:30 AM – 10:20 AM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 13

Authors: Qi, Y., & Liu, F. (2025). Unexpected Humor, Powerful impact: Leader Introversion, Humor, and Employee Outcomes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, Colorado, United States.

Integrating expectancy violation theory and self-conscious emotion theory, authors propose that leader aggressive and affiliative humor differentially impact followers' self-conscious emotions and performance and examine the moderating role of leader introversion in these relationships. They conducted an experiment and a multiwave multisource field study to test hypotheses. Findings offer valuable insights for understanding how followers react to leader humor in their various forms and how leader introversion alters the relationships between leader humor types and employee outcomes.

Speaker



Yan Qi
University of Science and Technology of China

Actions Speak Louder than Words: How Employees Define Success of Constructive Voice - (Session ID 187)

9:30 AM – 10:20 AM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 14

Authors: Schlotzhauer, A. E., Meerson, A. & Ehrhart, M. G. (2025). Actions Speak Louder than Words: How Employees Define Success of Constructive Voice [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study explores how employees perceive and understand their supervisors' responses to their workplace suggestions. Employing a mixed-methods approach, authors coded the cognitive, affective, and behavioral elements of supervisors' responses to constructive voice behavior. They then examine how these elements of the supervisor's response relate to the subordinate's perceived success, justice perceptions, and likelihood of engaging in voice in the future. Supervisors' behavioral responses to constructive voice (i.e., efforts to implement suggestions) were particularly impactful.

Speaker



Ann Schlotzhauer
Assistant Professor | Missouri University of Science and Technology

The Bright and Dark Sides of Helping: Inclusive HR Practice for Employee Helping - (Session ID 199)

9:30 AM – 10:20 AM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 16

Authors: Luan, Y., Kim, Y.J., & Lyu, P. (2024). The Bright and Dark Sides of Helping-Inclusive HR Practice for Employee Helping [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Research suggests that employees vary in their perceptions of whether helping is part of their job, sparking debate on formalizing helping in HR practices. Authors propose a model evaluating the effect of helping-inclusive HR practices on the quality and frequency of helping, drawing on motivation and impression management theories to elucidate underlying mechanisms. A lab experiment and a year-long quasi-field study with 667 employees reveal heightened self-promoting motivation but diminished intrinsic motivation for helping, leading to reduced quality and increased frequency of helping.

Speaker



Pengzhao Lyu
University of Cambridge

Supervisor-Employee Relationships and Employee Behavior: A Process Model - (Session ID 334)

9:30 AM – 10:20 AM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 21

Authors: King, J., Wolfart, R., & Viswesvaran, C. (2024). Supervisor-Employee Relationship Characteristics and Employee Behavior: A Process Model [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This paper examines the effect of supervisor-employee relationship characteristics on employee outcomes from a relational standpoint using the social exchange theory. It was found that (N = 162) perceived supervisor justice adherence (PSJA), abusive supervision (AS), and leader-member exchange (LMX) predicted perceived supervisor support (PSS). PSJA and AS were also predictive of organizational citizenship behavior (OCB), but, contrary to hypothesis, these relationships were not mediated by PSS. Emotional intelligence predicted PSS and OCB independently, and moderated the PSS-PSJA relationship.

Speaker



Julia King
Florida International University

Is Failure a Challenge or Hindrance? Leveraging Mindsets to Enhance Job Performance - (Session ID 413)

9:30 AM – 10:20 AM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 23

Authors: Song, Y., Zhang, M., & Wang, Z. (2024). Is Failure a Challenge or Hindrance? Leveraging Mindsets to Enhance Job Performance[Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In today's workplace, failure is common and triggers varied responses, highlighting how employees appraise and cope with it. This study investigates how and why employees evaluate failure differently, the coping strategies that arise, and the implications for performance. Using implicit theory and cognitive appraisal, authors examine how mindsets shape these appraisals. A study of 353 employees and 62 supervisors found that a growth mindset leads to challenge appraisals and better performance, whereas a fixed mindset results in hindrance appraisals and work withdrawal.

Reciprocal Relationship Between Feedback-Seeking Behaviors and Job Performance - (Session ID 676)

9:30 AM – 10:20 AM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 28

Authors: Zhang, X. & Jing, Q. (2025). Reciprocal Relationship Between Feedback-seeking Behaviors and Job Performance. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Research indicated that at the within-person level, feedback seeking behaviors could influence subsequent job performance, and job performance could influence subsequent feedback seeking behaviors, forming a reciprocal relationship. However, these relationships depend on person-level job uncertainty and feedback orientation respectively. Hypotheses were mostly supported despite some surprising findings indicating the opposite direction to the hypotheses.

Leading With Appreciation: How Leader Appreciation Predicts Employee OCBs - (Session ID 877)

9:30 AM – 10:20 AM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 34

Authors: *Busse, K., *Thomas, A., Nguyen, K., Wu, C., Rodriguez, W. A., & Zhou, Z. E. (2024). Leading with appreciation: How leader appreciation predicts employee OCBs [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. *Indicates equal authorship

This study explores the relationship between leader appreciation and organizational citizenship behaviors (OCBs). Using a 2-wave design and a proactive motivation perspective, findings reveal that leader appreciation positively predicts OCBs through self-efficacy, and perspective taking also exacerbates the relationship between leader appreciation and self-efficacy. These results highlight how positive leadership experiences can foster proactive behaviors at work.

Speakers



Kaitlin Busse
People Analyst | Google



Annalissa Thomas
CUNY Baruch College/The Graduate Center

More Behavioral Anchored Rating Scale Examples Impacts Accuracy in Interview Ratings - (Session ID 1034)

9:30 AM – 10:20 AM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 1

Authors: Iseral, M., Adams, M., Chance, M., Forsee, M., Frame, M. C., Hein, M. B., & Urban, D. J. (2025). More behavioral anchored rating scale examples impacts accuracy in interview ratings [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, Colorado, United States

This study sought to determine if including 5 examples on behavioral anchored rating scale (BARS) would increase rater accuracy when compared to BARS with 3 examples. The results demonstrated that BARS with 5 examples result in less over and under ratings on employment interviews when compared to 3 example BARS. There were no other significant differences in accuracy between 3 example BARS and 5 example BARS.

Speaker



Mark Frame
Professor of Psychology | Middle Tennessee State University

Is Performance Normally Distributed or Are We Skewed? - (Session ID 1099)

9:30 AM – 10:20 AM

POSTER SESSIONS COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE
CONFERENCE AWARD WINNER

Poster Board # 2

Authors: Cucina, J.M., Carre, J.R., Burtnick, S.K., Wilson, K.J., & Bryant, L.P. (2025, April 2–5). Is Performance Normally Distributed or are We Skewed? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines the distribution of job, academic, and training performance measures that are commonly used in industrial-organizational psychology. It was found that these measures generally follow a normal distribution, supporting traditional assumptions of normality. These results challenge claims of a Pareto distribution in job performance, reinforcing the validity of using traditional analysis techniques, which assume a normal distribution, as well as the results of past studies that have used such analyses.

Speaker



Jeffrey Cucina
Personnel Research Psychologist | U.S. Customs and Border Protection

A Meta-Analysis of Workaholism and Performance - (Session ID 1439)

9:30 AM – 10:20 AM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 9

Authors: Yimin He is going to be a non-speaking contributor. Here is the updated APA citation: Zhou, Y., Guffey, L., Clark, M. A., & He, Y. (2025). A meta-analysis of workaholism and performance [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

There is no clear consensus on the impact of workaholism on job performance. This meta-analysis examines the relationship between workaholism and different dimensions of performance. Results show no significant link between workaholism and task performance, regardless of rater source, but positive associations with both OCB and CWB. Organizations should avoid reinforcing workaholism, instead promoting sustainable behaviors that enhance performance and well-being. Future research should explore performance rating sources, interventions for workaholism, and job resources' buffering effects.

Speaker



Yaxuan Zhou
University of Georgia

Antecedents and Outcomes of Multitasking in the Workplace - (Session ID 1602)

9:30 AM – 10:20 AM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 11

Authors: Bowman-Callaway, C. E. & Payne, S. C. (2025). Title of a poster [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examined several antecedents and outcomes of employee multitasking behavior. Results suggested that multitasking was significantly associated with interruptions ($r = .43$), organizational preferences ($r = .39$), and job stress ($r = .22$), but not with job demands ($r = .16$) or well-being ($r = .00$). Implications and future research directions are discussed.

Speaker



Claire Bowman-Callaway
Texas A&M University - College Station

How to Create Change: The Power of Student-Led Consulting Groups - (Session ID 906)

9:30 AM – 10:20 AM

TEACHING I-O PSYCHOLOGY/STUDENT AFFILIATE ISSUES/PROFESSIONAL DEVELOPMENT POSTER SESSIONS

Poster Board # 35

Authors: Pachut, K. & Notari, C. (2025). How to Create Change: The Power of Student-Led Consulting Groups [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Consulting has evolved significantly since the late 19th century. Student-led consulting groups bridge academia and professional practice, providing essential skills and real-world experience. The Elmhurst University I-O Psychology MA program revitalized Elmhurst Consulting Solutions (ECS) using Kotter's 8-Step Change Model and Kanter's Ten Steps to Power and Change. This discussion outlines the application of these frameworks to enhance ECS's organizational development, focusing on creating student roles, assigning tasks, and initiating client collaborations.

Speaker



An Analysis of Textbook Coverage of Cultural Differences in Cognitive Tests - (Session ID 1262)

9:30 AM – 10:20 AM

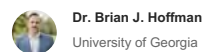
TEACHING I-O PSYCHOLOGY/STUDENT AFFILIATE ISSUES/PROFESSIONAL DEVELOPMENT POSTER SESSIONS

Poster Board # 5

Authors: Hoffman, B. J., Stryker, S. R., & Kang, B. Y. (2025). An Analysis of Textbook Coverage of Cultural Differences in Cognitive Tests [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

I-O psychologists are often tasked with educating students, the public, and organizations on the issues surrounding cultural differences in cognitive test scores. Against the backdrop of the ongoing antiracism movement, this study offers the first analysis of how this information appears in textbooks. An analysis of 44 texts revealed that when this material is covered in textbooks, needed context such as reasons for differences is often omitted. Results emphasize the importance of considering how this sensitive information currently is and ideally should be presented.

Speaker



Deep Into That Darkness Peering: Dark Personality and Counterproductive Work Behavior - (Session ID 242)

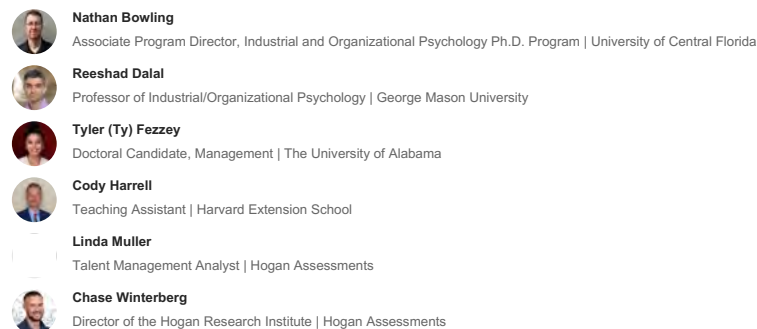
9:30 AM – 10:20 AM | Location: 601

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE

Authors: Bowling, N. A. (Co-Chair), Winterberg, C. A. (Co-Chair), & Dalal, R. (Discussant). (2025). Deep into that darkness peering: Dark personality and Counterproductive Work Behavior.

Counterproductive work behaviors (CWBs) have negative implications for organizations and members of organizations. Identifying predictors of CWBs thus supports theoretical and practical advances toward a better workplace. Much of the current literature has identified 5 factor model personality traits as predictors of CWB. Several emerging models of dark personality, however, may provide additional insight. The papers in this symposium extend the literature by dissecting the relationships among various models of dark personality, contextual factors, and CWBs.

Speakers



Applicants With Disabilities and Interviews: How Can Interviews Be More Inclusive? - (Session ID 171)

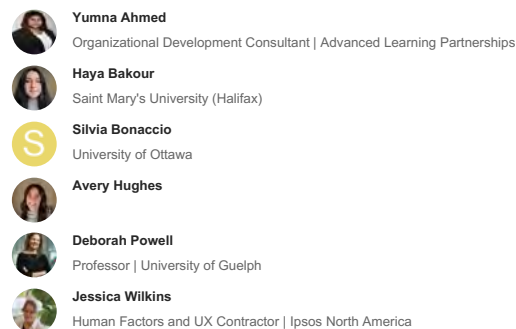
9:30 AM – 10:20 AM | Location: 407

INCLUSION/DIVERSITY

Authors: Bonaccio, S., Powell, D. M. & Dunlop, P.D. (Chairs). (2025). Applicants with Disabilities and Interviews: How can Interviews be more Inclusive? [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This symposium presents 4 complementary papers investigating how applicants with disabilities experience interviews. Collectively, the authors focus on different interview types (e.g., face-to-face, virtual, and asynchronous video interviews) to understand how the features of interviews (e.g., presence of a live interviewer) facilitate or hinder inclusive experiences. The papers adopt varied methods (e.g., experiments, surveys, mixed methods qualitative thematic analysis). Finally, the authors consider diverse disabilities (e.g., autism, attention deficit, chronic pain, anxiety), highlighting the importance of parsing unique experiences within broader demographic groups.

Speakers



Understanding Neurodiversity at Work: Perceptions, Intersectionality, and Interventions - (Session ID 1477)


9:30 AM – 10:20 AM | Location: 405/406


INCLUSION/DIVERSITY


Authors: Ponce, L. P. (Co-Chair), Mintz, R. M. (Co-Chair), & Wittman, S. (Co-Chair). (2025). Understanding Neurodiversity at Work: Perceptions, Intersectionality, & Interventions [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO. United States.


Recognition of neurodiverse individuals in the workplace has grown as part of recent efforts to improve inclusivity overall. However, stereotypes still abound. This symposium contains papers that provide updated perspectives on neurodiversity at work, expound upon the additional challenges faced by neurodiverse individuals with additional minority identification, and present interventions that may improve perceptions of neurodiverse individuals at work. The aim is to advance scholarship on the unique experiences of this group, with the hope of advancing workplace inclusion for neurodiverse individuals.


Speakers


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
Debra Comer
Mei Weitz Distinguished Professor in Business | Hofstra University
- 


Debora Gottardello
University of Edinburgh
- 

JeongJin Kim
Incoming Assistant Professor | University of Oklahoma
- 

Joie Magalona
Workforce Analytics Intern | Jackson
- 

Rebecca Mintz
Graduate Research Assistant | George Mason University
- 

Lida Ponce
Doctoral Student | George Mason University
- 

Narda Quigley
Professor of Management | Villanova University
- 

Sarah Wittman
Assistant Professor of Industrial-Organizational Psychology (by courtesy) | George Mason University - College of Humanities an...

Personality and Leading for Creativity: Looking Through the Reputation Lens - (Session ID 1074)


9:30 AM – 10:20 AM | Location: 403/404


JUDGMENT/DECISION MAKING


Authors: Mitchell, K. S. (Co-Chair), Maliakkal, N. T. (Co-Chair), & Hogan, R. (Discussant) (2025). Personality and Leading for Creativity: Looking Through the Reputation Lens. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Maliakkal, N. T. (2025). Creative leadership: A meta-analytic examination of leaders' bright-side personality. Kaiser, R. B. (2025). Personalities of creative leaders and leaders of others' creativity. Linnell, A. E., Reiter-Palmon, R., & Keller Hansbrough, T. (2025). Intimidating innovators: Follower perceptions of creative yet abusive leaders.


Creativity is vital for businesses to survive, thrive, and compete. Though researchers and practitioners know the key role leaders play in attaining creative outcomes, several questions remain: What characteristics help a leader direct a creative enterprise? What characteristics help a leader facilitate others' creativity? Do we expect these characteristics to differ? How impactful is a leader's creative reputation? This symposium applies a reputation lens to unpack these questions regarding creative leadership, offering theoretical, practical, methodological, and future research implications.

Speakers

- 

Robert Kaiser
- 

Averie Linnell
Graduate Research Assistant | University of Nebraska at Omaha
- 

Nadine Maliakkal
Talent Analytics Consultant | Hogan Assessment Systems
- 

Kevin Mitchell
MIT Lincoln Laboratory

Anticipating Destructive Leadership: Predictors, Correlates, and Related Factors - (Session ID 654)


9:30 AM – 10:20 AM | Location: 703


LEADERSHIP


Authors: Sassaman L. (Chair), & Grimaldi, E. (Discussant). (2024). Anticipating destructive leadership: Predictors, correlates, and related factors [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Lawrence, A.D., Guenole, N., & Sassaman, L. (2024). Implicit Measures of Toxic Leadership. Hamdan, I., Malter McLean, K., & West, K. (2024). Toxic Leadership: An Examination of Gender, Generations, and Hierarchy Levels. Stewart, J. W., Nandi, S., & Menendez, J. (2024). Leadership Gone Toxic: Relationships between Leader Personality, Versatility Behaviors and Team Outcomes Delgado, K.M., Stubenrauch, S., & Wehle, S. (2024). Leveraging NLP to Develop SJT Content for the Covert Measurement of Narcissism.


Destructive leaders wield detrimental influence over individuals, teams, and organizations, with well-documented, adverse effects on attitudes and culture. To better understand how to mitigate the impact of these harmful leaders, it is critical to examine the conditions under which their behavior is most likely to occur. Collectively, this group of papers seeks to expand our understanding of destructive leadership by providing insight into the predictors, correlates, and related factors that influence destructive leader behavior.


Speakers


- 

Kristin Delgado
Research And Development Manager | Talogy
- 

Elizabeth Grimaldi
Research Scientist | Amazon
- 

Izz Aldin Hamdan
Analyst | Heidrick & Struggles
- 

Amie Lawrence
Senior Director, Psychology, Product, Research, & Design | Heidrick & Struggles
- 

Levi Sassaman
- 

Joseph W. Stewart
Ph.D. Candidate | University of Oklahoma

Beyond the Model Minority: Challenges and Barriers Impacting Asian Workers' Outcomes - (Session ID 894)






9:30 AM – 10:20 AM | Location: 503/504

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Yang, L. (Co-Chair), Yang, Z. (Co-Chair), & Shen, W. (Discussant). (2025). Beyond the model minority: Challenges and barriers impacting Asian workers' outcomes [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This symposium addresses the unique challenges faced by Asian workers in the U.S., focusing on stereotype-based treatments, including the model minority myth, which contributes to workplace marginalization. Authors share how these stereotypes lead to feelings of invisibility and pressure to conform, impacting professional and emotional well-being, as well as explore health and occupational outcomes, highlighting issues like dehumanization and burnout. Together, these studies advocate for tailored interventions and disaggregated data to enhance the work experiences of AAPI employees.

Speakers

- **Duoc V. Nguyen, Ph.D.**
Lead Performance Development Psychologist | AT&T
- **Anmol Sachdeva**
BTS
- **Winny Shen**
York University
- **Zhixu (Rick) Yang**
PhD student | Purdue University
- **Laura Yang**
Graduate Research Assistant | Portland State University

Evaluating the Evaluators: Applied Research to Improve Human-Based Evaluations - (Session ID 633)






9:30 AM – 10:20 AM | Location: 304

TESTING/ASSESSMENT

Authors: LaPort, K. (2025). Evaluating the evaluators: Applied research to improve human-based evaluations [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Danna, G. C., Johnson, L. N. W., Sinar, E., LaPort, K., Simonet, D., & Zhu, E. (2025). Evaluating interviewers: A job analysis and written feedback deep dive. Blackburn, J., Hallren, R., Huang, Z., Roberts, J., & Zhang, H. (2025). Feedback for the feedback providers: The development of a GenAI tool for improving feedback. Palmer, P. C., Himelright, B., & Hanks, A. (2025). Managing panel differences in public safety assessment centers: An applied case study. Yankov, G. P. (2025). Role with it: Leveraging LLMs to score executive assessment centers

Human evaluators have the potential to introduce noise into the selection process. This symposium presents 4 applied projects assessing human evaluators in the selection process. Attendees will hear about an NLP-based deep dive into promotion document feedback writing, evaluation of interviewers and their feedback, strategies for accounting for panel differences in assessment centers, and LLMs' potential to support roleplay exercise evaluators. Participants will share the context, research, and actionable recommendations from their work as well as answer questions from the audience.

Speakers

- **Jessica Blackburn**
Senior Research Scientist | Amazon
- **Gabi Danna**
Research Scientist | Amazon
- **Kate LaPort**
Principal Research Scientist | Amazon
- **Georgi Yankov**
Principal Research Scientist @ DDI
- **Ashley Hanks**
Consulting Manager, Talent Analytics | Talogy




Invited: COI - What's mine, what's yours? Ownership in Survey Follow-Through (Session ID 1681)

9:30 AM – 10:20 AM | Location: 709/711

JOB ATTITUDES/ENGAGEMENT

Empowering leaders to understand what they can own and impact is vital for organizational change after an organizational survey. Industrial-Organizational Psychology practitioners—both internal and external—bring unique perspectives to help organizational leaders understand their roles in owning survey feedback and action follow-up. We'll share how we guide organizations in identifying focus areas and taking action, clarifying the contributions of each practitioner type to support leaders in driving meaningful change.

Speakers



- **Roza Jankovic**
Lead People Scientist | Culture Amp
- **Tim Amadore**
Sr. Talent Management Analyst | Dairy Farmers of America
- **Austin Seibert**
Talent Management Analyst | Dairy Farmers of America

Surprising Research Insights & Practical Paths for Addressing The Social Capital Imperative

9:30 AM – 10:20 AM | Location: 301

BOOK TALK

Speakers

- **Kristin Cullen-Lester**
School of Business Fellow and Associate Professor of Management | University of Mississippi
- **Greg Pryor**
Co-Founder | Connected Commons

A Call for Action: Protecting Teenage Employees From Sexual Harassment - (Session ID 121)


10:30 AM – 11:20 AM | Location: 705/707

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE

Authors: Stewart, S. M., Mishra, V., Davison, H. K., & Fiorentino, S. R. (Presenters) (2025). A Call for Action: Protecting Teenage Employees from Sexual Harassment [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Sexual harassment has been addressed in training and company policies, but the focus has typically been toward adult workers, whereas teenage sexual harassment needs to be addressed. This session will (a) review the rights of teenage workers regarding sexual harassment; (b) focus on the psychological, physical, and behavioral effects on teenage victims; and (c) share examples of legal actions dealing with this issue. Then, participants will cycle through 2 discussion centers to answer specific questions and generate ideas for organizational action and share their insights with the audience.

Speakers

- **Vipanchi Mishra**
Professor | West Chester University



Dr. Susan Stewart

Professor of Human Resource Management and Organizational Behavior | Western Illinois University

Invited: EB - SIOP Speed Dating: Building Connections and Community - (Session ID 1694)

10:30 AM – 11:20 AM | Location: 702/704/706

INCLUSION/DIVERSITY

Authors: Munson, L. J., Fink, A.; Reiter-Palmon, R. (2025). Executive Block: [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Join the presenters for a dynamic speed-dating event designed to foster connections within the SIOP community and improve the SIOP member experience by exploring special interest groups! Engage in a series of short round table discussions on topics of your choice. Topics will be determined at the beginning of the session based on attendee preferences. Don't miss this chance to find your "people" and contribute to meaningful conversations!

Speakers



Alexis Fink

Vice President, People Analytics and Workforce Strategy | Meta



Roni Reiter-Palmon

Editor in Chief Organizational Psychology Review | University of Nebraska at Omaha



Liberty Munson

Director of Psychometrics | Microsoft

Beyond the (Dash)Board: Sharing Examples of How I-O Elevates People Analytics Metrics - (Session ID 221)

10:30 AM – 11:20 AM | Location: 205

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Markell-Goldstein, H.M. (Chair), Purl, J., Kirkland, J. E., & Grant, S. (2025). Beyond the (dash)board: Sharing examples of how IO backgrounds enabled the development of new metrics in People Analytics. [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Industrial-organizational (I-O) psychologists are uniquely suited to solving people analytics problems. HR analytics, when it pushes past dashboards, begins to imagine how data can come together to provide a richer picture of organizational metrics. This session shares 4 examples of how authors leveraged their I-O training to develop new metrics at their organizations and the impact on organizational decision making. The measures discussed are quality of hire (Dropbox), requisition runway (Zscaler), executive talent leadership (Capital One) and performance pathways (Salesforce).

Speakers



Shelby Grant

Director, Research & Insights | Salesforce



Jordan Kirkland

I/O Psychologist, People Strategy & Analytics | Capital One



Hannah Markell-Goldstein

Senior Manager, People Analytics | Dropbox



Justin Purl

Head of People Analytics | Zscaler

People Analytics Across the Tech Spectrum: Build, Buy, and Hack Impactful Products - (Session ID 1599)

10:30 AM – 11:20 AM | Location: 501/502

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Mehta, D. (Chair), Aqwa, J., Maguire, A.J., Semmel, S., & Stanek, K. C. (2025). People analytics across the tech spectrum: Proven methods to build, buy, and hack your way to impactful products. [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session explores strategies for implementing people analytics solutions: building custom tools, buying off-the-shelf products, and hacking existing systems. Expert panelists will provide insights through presentations and demonstrations. Participants will learn practical approaches to select and implement solutions considering organizational needs and resources.

Speakers



Justin Aqwa

Head of People Research and Insights | Stripe



AJ Maguire

Director, Employee Listening | Salesforce



Dimple Mehta

People Insight and Analytics Specialist | Snowflake



Sarah Semmel

People insights and analytics | Snowflake



Kevin Stanek

Head of People Analytics | Gilead Sciences

Are You Smarter Than Your Peers? Test Your Training and Development Knowledge - (Session ID 1196)

10:30 AM – 11:20 AM | Location: 507

TESTING/ASSESSMENT

Authors: DuVernet, A. M. (Chair), Kaszycki, A., Parker, B., & Stark, R. (2025, April). Are You Smarter Than Your Peers? Test Your L&D Knowledge. [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Discover how much you really know about learning and development! This interactive session will use a game show format to challenge common misconceptions in corporate learning and development. Participants will learn about common myths within the training and development space, as well as research and the relevant data that refutes them. They will have the opportunity to test their own knowledge and benchmark against lay L&D professionals' knowledge. The session will also provide tips for overcoming misconceptions in the field.

Speakers



Amy DuVernet

Director of Training & Development | Training Industry, Inc.



Alyssa Kaszycki

Learning Product Manager | Training Industry, Inc.



Brandy Parker

Senior Director People Analytics | The Coca-Cola Company



Rebecca Stark

Senior Manager Talent Development | ASME (The American Society of Mechanical Engineers)

From Cost to Value - (Session ID 1191)

10:30 AM – 11:20 AM | Location: 403/404

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Young, E., Mikulski, C., Decker, R. (2024). From Cost to Value: Where HR joins I-O in Driving Success. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session will explore how HR can evolve from being viewed as a cost center into a strategic driver of business success. Participants will learn how to align HR initiatives with broader organizational goals, using data-driven insights to inform talent decisions and improve workforce agility. By positioning HR as a key partner in strategic planning, attendees will discover how to create measurable value and influence business growth from the talent perspective.

Speakers



Ragan Decker

Manager, Executive Network & Enterprise Research | SHRM



Erica Young

Director, Digital Transformation | SHRM

Developing an Inclusive Virtual Onboarding Process for the Future of Work - (Session ID 274)

10:30 AM – 11:20 AM | Location: 207

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: Schuchinsky, M., & Wendel, M. (2025). Developing an Inclusive Virtual Onboarding Process for the Future of Work [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Development of an inclusive onboarding process presents many challenges to all HR practitioners. Since the drastic shift to remote work in the last few years, virtual or hybrid onboarding (VHO) has become the lived reality for many organizations, with many struggling to switch to VHO. The aim of this session is to empower and educate HR and I-O practitioners in developing inclusive VHO processes for high-functioning teams. The session will include practical guidance on developing a successful VHO. The attendees will complete a case study and conduct a SWOT analysis in a follow-up discussion.

Speakers



Maria Schuchinsky

Senior Consultant (Global Science & Analytics) | Aon



Marie Wendel

Director EMEA & APAC Analytics | Aon

Using Tableau for Data Visualization in the Organizational Sciences - (Session ID 572)

10:30 AM – 11:20 AM | Location: 304

MEASUREMENT/STATISTICAL TECHNIQUES

Authors: Zhou, S. (2025, April 2-5). Using Tableau for data visualization in the organizational sciences [Conference presentation]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This master tutorial focuses on the use of data visualization to properly communicate information and persuade public audiences. Authors will discuss best practices in data visualization and potential pitfalls, and also conduct hands-on demonstrations of Tableau, a powerful software used for data visualization and dashboards but rarely taught in psychology programs. Participants will leave the workshop with enough experience to build basic static and dynamic data visualizations using a sample dataset from the organizational sciences.

Speaker



Steven Zhou

Incoming Assistant Professor of Psychology | Claremont McKenna College

CANCELLED: GenAI in Applied I-O Research: Tools, Best Practices, and Stakeholder Engagement - (Session ID 1312)

10:30 AM – 11:20 AM | Location: 503/504

CANCELLED SESSION

Authors: Rege, G., & Cheban-Gore, Y. M. (2025). GenAI in applied I-O research: Tools, best practices, & stakeholder engagement [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

In this 50-minute master tutorial, applied researchers will discuss practical tools, techniques, and lessons learned for leveraging GenAI to increase efficiency across the lifecycle of applied research (from literature reviews to reporting), key practical and ethical considerations when incorporating GenAI into your research, and best practices for gaining stakeholder engagement and buy-in for using GenAI tools in applied research.

Beyond Feel-Good Feedback: Cracking the Code on Measuring Coaching Impact - (Session ID 619)

10:30 AM – 11:20 AM | Location: 605

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: Brown, P., Mann, K., Linnabery, E., Pieczonka, E., Fernandes, G., Weiss, J., Malter McLean, K., & Levin, K. (2025). Beyond feel-good feedback: Cracking the code on measuring coaching impact [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This panel discussion will explore effective strategies for measuring workplace coaching success, featuring 6 expert practitioners who utilize diverse tools and methodologies. Evaluating coaching's impact on organizational outcomes is crucial. The panel will address trends, best practices, and challenges in measuring coaching effectiveness. By sharing actionable insights and fostering dialogue, the panel seeks to enhance evaluation processes, identify research opportunities, and ultimately support leadership and employee development.

Speakers



Paige Brown

Consultant | Hogan Assessments



Gregory Fernandes

Partner | Modern Executive Solutions



Kelly Levin

Head of Leadership Development + Co-Founder | The Violet Group



Eileen Linnabery

Partner | Vantage Leadership Consulting



Katherine Malter McLean

Director | Heidrick & Struggles



Kristin Mann

Managing Director | Raines International



Erica Pieczonka

Erica Pieczonka Coaching & Consulting LLC



Jake Weiss
President | Coachability Consultants, Inc.

Advances in Federal Enforcement Investigations—A Critical Update - (Session ID 1097)

10:30 AM – 11:20 AM | Location: 607

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Pave, M. (Co-Chair), Clemens, L. (Co-Chair), Patrick, C., Marentette, B., Kuang, D. (2025). Advances in federal enforcement investigation—a critical update [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This panel of experts will discuss recent advances in Federal Enforcement investigations that have direct implications for I-O practitioners and their work products. The agency's potent research teams of labor economists, statisticians, data scientists, and AI experts have expanded the scope and sophistication of investigations. I-O work products that Enforcement has previously overlooked are now targets of scrutiny in investigations. The panel will provide an update on advances in enforcement analytics and investigation methodologies and discuss strategies that I-O practitioners may apply to brace their practice against enforcement investigations and private claims.

Speakers



Brian Marentette
Director, People Insights | Berkshire Associates



Chris Patrick
Principal | Jackson Lewis P.C.



Dan Kuang
Director | Resolution Economics

The Role of I-O Psychology in Guiding the Future of Mental Health Research - (Session ID 1245)

10:30 AM – 11:20 AM | Location: 401/402

INCLUSION/DIVERSITY

Authors: Ragaglia, R. (Co-Chair), Volpone, S. D. (Co-Chair), Dimoff, J. K., Jones, K. S., Nittrouer, C. L., & Van Wagoner, P. (2025). The role of I-O psychology in guiding the future of mental health research [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session will present a panel of expert researchers and practitioners that will discuss their scholarship and experiences researching the topic of mental health and implementing mental health interventions. Panelists will discuss how they navigate this unique topic of study in a way that contributes to our understanding of how I-O psychology can guide the future of mental health research.

Speakers



Jennifer Dimoff
Associate Professor; Kathryn Tremblay Endowed Professor of Workplace Mental Health | Telfer School of Management at the Un...



Kisha Jones
Assistant Professor of Management | Florida International University - College of Business



Christine Nittrouer
Assistant Professor | Texas Tech University



Ryan Ragaglia
PhD Student | University of Colorado - Boulder



Sabrina Volpone

Harnessing Neurodiversity for Career Success: A Journey of Self-Discovery - (Session ID 1450)

10:30 AM – 11:20 AM | Location: 405/406

INCLUSION/DIVERSITY

Authors: Cottman, J. G., Nuss, K., Ritterbush, E., Mattox, D., Vargas-Gonzalez, M. (2025). Harnessing Neurodiversity for Career Success: A Journey of Self-Discovery. [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session will delve into the significance of self-awareness for neurodivergent professionals, how it impacts career choices, and career progression in diverse work environments. By exploring the unique ways in which neurodivergence shapes work styles, strengths, and challenges, participants will gain valuable insights into enhancing workplace inclusivity and leveraging talent. Through personal anecdotes and practical guidance, authors aim to equip neurodivergent individuals, allies, and organizations with the tools to create more inclusive and supportive workplaces.

Speakers



Jamal Cottman
Workforce Transformation Senior Program Manager | The Building People



Melissa Vargas-Gonzalez
Human Resources Manager | time:matters



Donovan Mattox
Senior Analyst Organizational Effectiveness | The Home Depot



Elizabeth Ritterbush
Manager, Talent and Performance Management | The Home Depot

Built to Last: The Utility of Classic Psychometric Techniques in the Modern Era - (Session ID 527)

10:30 AM – 11:20 AM | Location: 407

MEASUREMENT/STATISTICAL TECHNIQUES

Authors: Stevenor, B. A. (Chair), Carter, N. T., Mead, A. D., Zhang, B., & Zickar, M. J. (2025). Built to last: The utility of classic psychometric techniques in the modern era [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Using appropriate psychometric techniques is essential for reliable and valid measurement of psychological characteristics. As new methods continue to be developed, it is important to evaluate whether the new, often complex techniques have benefits that outweigh those of the classic, more parsimonious techniques that have existed for decades. In this intermediate-level panel discussion, 4 panelists who are experts in I-O psychology and psychometrics will address a series of questions aimed at understanding the relevance and importance of classic and modern psychometric techniques.

Speakers



Dr. Alan D. Mead
President | Talent Algorithms Inc.



Brent Stevenor
NREMT



Bo Zhang

Assistant Professor | University of Illinois Urbana-Champaign



Michael Zickar

Sandman Professor of Industrial-Organizational Psychology | Bowling Green State University

Supporting Well-Being in Healthcare Settings: Evidence-Based Approaches - (Session ID 1550)

10:30 AM – 11:20 AM | Location: 601

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Perel, C. (Co-Chair), Schloemer, S. (Co-Chair), Harrison, M., Ploski, A., & Tyrell, J. (2025). Supporting Well-being in Healthcare Settings: Evidence-based Approaches [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Well-being remains a strategic priority across many industries, and healthcare has been particularly focused in this area due to the far-reaching impacts of the pandemic. This session will share panel research on healthcare workforce well-being conducted by Perceptyx in 2024 and panelists will discuss practical, evidence-based tactics taken to improve well-being.

Speakers



Michelle Harrison

Sr. Organization Development Consultant | Children's Hospital & Medical Center - Omaha



Crystal Perel

Director, Leader & Workforce Transformation | Perceptyx



Alaina Ploski

Senior Manager Employee Engagement | Chewy



Stephanie Schloemer, Ph.D.

Senior Workforce Transformation Consultant | Perceptyx



Jen Tyrrell

Vice President, Human Resources | Centurion Health

Invited: COI - P-Value to Plot Twist: Turning Insights Into Engaging Stories - (Session ID 1682)

10:30 AM – 11:20 AM | Location: 701

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Jankovic, R., Jackson, F.B., Lall-Trail, S., Walker, H.R. (2025). Community of Interest: P-value to plot twist: Turning insights into engaging stories [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Industrial-organizational psychologists are skilled in research and data analysis, using these tools to uncover valuable insights. Yet to make a real impact, I-Os must also be able to tell compelling stories about those insights. As work-related topics gain traction on social media and beyond, I-Os are not the only ones in the conversation. It is crucial that I-Os communicate findings effectively to drive action and broaden the reach of the work. Join the presenters as they delve into the power of storytelling, the key ingredients of creating and sharing a good narrative, and what a compelling story can unlock.

Speakers



Fresia Jackson

Director of People Science Research | Culture Amp



Roza Jankovic

Lead People Scientist | Culture Amp



Sana Lall-Trail

Employee Engagement Consultant | The Pokémon Company International

Future-Ready: Navigating the Shift in the Competencies Tomorrow's Workforce Needs. - (Session ID 919)

10:30 AM – 11:20 AM | Location: 302/303

TESTING/ASSESSMENT

Authors: Baytalskaya, N., Goldsack, E., Harrington, A., Diamond Acosta, J., Smith, T., Lawrence, A. (2024). Future-Ready: Navigating the Shift in the Competencies Tomorrow's Workforce Needs. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The nature of work is rapidly evolving. Technological advancements (e.g., rise of AI), shifting demographic trends, and globalization are transforming the workplace at an unprecedented pace. In this dynamic environment, the competencies and skills required to thrive are also changing, pushing organizations and individuals to adapt continuously. In this panel discussion, a group of experienced practitioners and applied researchers will discuss the skills and competencies likely to be important in the future, and the actions I-O psychologists can take to create a future-ready workforce.

Speakers



Jen Diamond Acosta

Kenvue



Nataliya Baytalskaya

Managing Research Scientist | Talogy



Emily Goldsack

Research & Development Consultant | Talogy



Alanna Harrington

Managing Research Consultant - Innovation and Data Science | Talogy



Amie Lawrence

Senior Director, Psychology, Product, Research, & Design | Heidrick & Struggles



Tyrone Smith

Teaching Associate Professor | University of Southern California

Beyond the I-Side: The Breadth and Depth of Applied Research Careers in I-O Psych - (Session ID 880)

10:30 AM – 11:20 AM | Location: 201

TEACHING I-O PSYCHOLOGY/STUDENT AFFILIATE ISSUES/PROFESSIONAL DEVELOPMENT

Authors: Moran, L. H. (Co-Chair), Weber, G. (Co-Chair), Aulisi, L., Goodwin, J., Sims, C., & Tatel, C. (2024). Beyond the I-side: The breadth and depth of applied research careers in I-O psych [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Though the majority of SIOP's membership works outside of academia, trainees may be unaware of the breadth of research-focused careers that exist in the "practice" world. They may also struggle with how to transfer their skills and interests into these careers, especially if they fall on the "O-side." This panel brings together 4 applied researchers from industry, government, and nonprofit contexts to provide insight into how applied and academic research differ, how they navigate their identities as both researchers and practitioners, and what advice they have for interested students.

Speakers



Lydia Aulisi
Director, Workplace Research | Fidelity Investments



Lauren Moran
I-O PhD Student | Georgia Institute of Technology



Carra Sims
Behavioral Scientist | RAND Corporation



Corey Tatel
Gallup

Managing Resistance to AI in Selection and Assessment - (Session ID 738)

10:30 AM – 11:20 AM | Location: 505

TESTING/ASSESSMENT

Authors: Porr, B. (Chair), Hook, L., Kuyumcu, D., Morelli, N., Oztunc, G., Sydell, E. (2025). Managing Resistance to AI in Selection and Assessment [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Artificial intelligence is transforming organizations. Generative AI technologies, in particular, are offering unprecedented opportunities and innovative solutions to longstanding challenges. Despite its benefits, many organizations still face internal resistance to adopting and integrating generative AI. This session will focus on selection and assessment and explore the implicit and explicit reasons behind this resistance. Panelists will share firsthand experiences and offer fresh perspectives, providing practical strategies to overcome AI resistance in selection and assessment.

Speakers



Lauren Hook
Program Manager | Google



Daniel Kuyumcu
People Analyst | Google



Neil Morelli
Managing Partner | Workplace Labs



Gokhan Oztunc
Wesleyan College



Ben Porr
Global Vice President, People Science | Harver



Eric Sydell
Cofounder and CEO | Vero AI

Poster Sessions: Job Attitudes/Engagement

10:30 AM – 11:20 AM | Location: Mile High Ballroom

JOB ATTITUDES/ENGAGEMENT

POSTER SESSIONS

Uncomfortable Small Talk and Social Isolation: A Social Exclusion Theory Perspective - (Session ID 201)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT

POSTER SESSIONS

CONFERENCE AWARD WINNER

Poster Board # 17

Authors: Michel, J. W., Pinski, E. V. & Tews, M. J. (2025). Uncomfortable small talk and social isolation: A social exclusion theory perspective [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study uses social exclusion theory as a framework to examine the potential detrimental effects of engaging in uncomfortable small talk at work. The research explores how uncomfortable small talk leads to feelings of social isolation, which in turn negatively impacts work engagement and increases emotional exhaustion. Data from multiple surveys support the hypotheses that uncomfortable small talk contributes to social exclusion, thereby reducing workplace engagement and well-being. The findings highlight the need for fostering positive and inclusive social interactions at work.

Speaker



John Michel
Busch Faculty Scholar and Associate Professor of Management | Loyola University Maryland

The Human Leader: Exploring Leaders' Perceptions of Vulnerability - (Session ID 241)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT

POSTER SESSIONS

Poster Board # 18

Authors: Zur, E., Liang, L. H. (April 2025). The human leader: Exploring leaders' perceptions of vulnerability [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, Colorado, United States.

Public attention to leader vulnerability is rising, yet competing portrayals in academic literature versus popular media reveal a lack of understanding regarding its nature and desirability. To resolve this, authors interviewed 7 leaders from various industries, identifying key characteristics of vulnerable leadership, and contrasting it with related constructs. They outline potential outcomes for leaders, employees, and teams, and highlight boundary conditions and downsides of vulnerable leadership. This research enhances understanding and shifts consensus on leader vulnerability.

Speaker



Elana Zur
Lazaridis School of Business | Wilfrid Laurier University

Social Well-Being at Work and Employee Engagement: A Meta-Analysis - (Session ID 256)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT

POSTER SESSIONS

Poster Board # 19

Authors: Morrisette, A. M. & Kisamore, J. L. (2025). Social well-being at work and employee engagement: A meta-analysis [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Based on social exchange theory and job-demands resource theory, this meta-analysis investigates associations between workplace social well-being and employee engagement. Two-hundred and seven studies were included. Results indicate all aspects of workplace social well-being examined (organizational support, organizational justice, organizational trust, organizational social capital, and sociomoral climate) were significantly positively related to engagement. Significant moderation effects were found for organizational tenure, gender, and power distance.

Speaker



Jennifer Kisamore

Professor of Psychology | University of Oklahoma (Tulsa Campus)

What Is Quiet Quitting? A Deep Dive Into a Polarizing Workplace Phenomenon - (Session ID 273)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT

POSTER SESSIONS

Poster Board # 20

Authors: Hong, J., Vermilion, B., Fan, J., Chang, W., Hardin, L., Riley, A., Lugo, A., Shah, I., & Jex, S. M. (2024). What is Quiet Quitting? A Deep Dive into the Polarizing Workplace Phenomenon [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study analyzed social media posts and interviews to gather public opinions on quiet quitting and compared them with academic definitions. Findings reveal mixed perspectives: some view it as disengagement, whereas others see it as a rational response to workplace stress. Interviewees often linked quiet quitting to a first step toward resignation, challenging academic views. The study suggests redefining quiet quitting to better reflect employee perspectives, balancing well-being and job demands. Organizations could benefit from improving communication and supporting employee well-being.

Speaker



Junyoung Hong

Graduate Teaching Associate | University of Central Florida

Older Employees' Work Attitudes and Behaviors During COVID-19 Pandemic - (Session ID 322)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT

POSTER SESSIONS

Poster Board # 21

Authors: Kayaalp, A., Sublett L.W., & Milam A. (2025). Older Employees' Work Attitudes and Behaviors during COVID-19 Pandemic: A Mediation Model [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The aim of this study was to examine how the pandemic-related stressors may impact the work-related attitudes and behaviors of older employees. The findings indicated that COVID-19 related stressors (i.e., job insecurity, job demands) were found to be related to lower work engagement, increased turnover intent and presenteeism behavior.

Speaker



Alper Kayaalp

Assistant Professor of IO Psychology | University of Houston - Clear Lake

The Value of a Second Chance: Exploring Job Attitudes of Justice-Involved Individuals - (Session ID 337)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT

POSTER SESSIONS

Poster Board # 22

Authors: Robinson, S., Pennington, A., M., & Black, K. J. (2024). The value of a second chance: Exploring job attitudes of justice-involved individuals [poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Approximately 1 in 3 Americans have a criminal record (ACLU, 2017). Stable employment lowers risks for recidivism, yet 75% of justice-involved individuals (JIs) remain unemployed a year postrelease. There are claims that JIs will be loyal and hardworking when given an opportunity. The present research investigates this claim empirically by testing whether organizational commitment and turnover intentions differ between JIs and those with no criminal record. This research can provide evidence to inform hiring decisions that could benefit organizations and a population in need.

Speaker



Sawyer Robinson

University of Tennessee at Chattanooga

Regulatory Theory and Career Encouragement in Explaining Leadership Aspiration - (Session ID 344)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT

POSTER SESSIONS

Poster Board # 23

Authors: Guo, J. (2024). Regulatory Theory and Career Encouragement in Explaining Leadership Aspiration. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This paper examines how regulatory focus theory explains leadership aspirations for employees with high versus low self-esteem. High self-esteem employees adopt a promotion focus, leading to higher leadership aspirations, whereas low self-esteem employees rely on a prevention focus, which suppresses their leadership desires. Career encouragement from supervisors and peers enhances the promotion-focused pathway but worsens the negative impact of prevention focus on leadership aspirations. The proposed model is tested using multiwave field study data.

Speaker



Jie Guo

Assistant Professor | University of North Georgia

Organizational Commitment: Unraveling the Interplay of Age and Tenure - (Session ID 540)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT

POSTER SESSIONS

Poster Board # 25

Authors: Eads, L. D. & Svyantek, D. J. (2025). Organizational Commitment: Unraveling the Interplay of Age and Tenure [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Are age and tenure still key players in employee commitment? This study examined how the demographic characteristics of age and organizational tenure influence organizational commitment in a postpandemic sample. Organizational commitment did not differ across young, middle-aged, and mature employees. However, older workers had longer tenure compared to younger and middle-aged employees. These findings challenge previous studies of age, tenure, and organizational commitment. The findings from this study provide insights for employee retention in today's diverse workforce.

Speaker



Lilah Eads

Graduate Research Assistant | Auburn University

Attitudes Toward AI Ethicality's Influence on Behavioral Intentions in the Workplace - (Session ID 554)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT

POSTER SESSIONS

Poster Board # 26

Authors: Detherage, R., Koubek, J. R., & Connelly, M. S. (2025). Attitudes towards AI ethicality's influence on behavioral intentions in the workplace [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Attitudes toward AI can affect behavioral intentions in the workplace. This study evaluates how attitudes of AI ethicality relate to AI usage and how such relationships differ across AI characterizations. The study (N = 231) explores attitudes of AI ethicality as a unique predictor beyond acceptance and use of technology and unethical decision making. As attitudes of ethical AI increase, the likelihood AI use with a low level of explainability decreases, and as attitudes of AI as a tool that will not be used in a harmful way increase, so does AI usage in ethically sensitive scenarios.

Speaker



Rachel Detherage

Teaching Assistant | University of Oklahoma

Moderators of the Engagement and Unethical Pro-Organizational Behavior Relationship - (Session ID 634)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT

POSTER SESSIONS

Poster Board # 27

Authors: Flinn, T., Ispas, D., & Ilie, A. (2025). Moderators of the Engagement and Unethical Pro-Organizational Behavior Relationship [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Unethical pro-organization behaviors (UPB) refer to illegal/immoral behaviors that occur with the intention of benefiting the organization in some capacity. This study investigated the moderating effect of organizational identification and supervisor's organizational embodiment (SOE) in the relationship between work engagement and UPB. Engagement and SOE were not related to UPB, and the moderating hypotheses were not supported.

Speaker



Taylor Flinn

Graduate Teaching Assistant | Auburn University

Is Employee Sentiment Contagious? Initial Learnings Measuring Job Satisfaction - (Session ID 639)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT

POSTER SESSIONS

Poster Board # 28

Authors: Fleck, C. R., & Cassell, D. (2024). Is employee sentiment contagious? Initial learnings measuring job satisfaction [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Speaker



Christina Fleck

People Analytics - Strategic Research and Program Evaluation Leader | Deloitte

Changing Employee Work Values: Real or Response Artifact? - (Session ID 674)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT

POSTER SESSIONS

Poster Board # 29

Authors: Denny, A. J. & Nye, C. D. (2025). Changing Employee Work Values: Real or Response Artifact? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors investigated whether recent changes in the working environment have caused changes in employee work values that may have contributed to what has been described as the "Great Resignation/Restructuring." Using longitudinal data and surveys, authors determined the extent to which these changes are an artifact of measurement nonequivalence or "real" change in values. Findings indicate that all scales have negligible to small differential test functioning effects (-.02 = DTF = -.27). Additionally, all scales measured have varying degrees of real change (.01 = Impact = 1.25), except for work safety.

Speaker



Asher Denny

Graduate Student Researcher | Michigan State University

Perceived Job Importance in Blue Collar Work: A Scale Development Project - (Session ID 750)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT **POSTER SESSIONS**

Poster Board # 30

Authors: Koziel, R. J., Veres, M., Friedrich, J. C., Liebowitz, S. & Thomas, C. L. (2025). Perceived Job Importance in Blue Collar Work: a Scale Development Project [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This poster introduces the conceptualization of a construct of perceived job importance, frames it within existing organizational and social scientific theory, and introduces our proposed plan to develop a multiperspective approach to measurement of the construct. Authors share items and a plan to develop a measure, distinguish it from related constructs, and potential avenues for meaningful research of blue collar work that the conceptualization may offer.

Speaker



Ryszard Koziel
Graduate Research Assistant | Saint Louis University

Social Connection Preference Behaviors (SCPB) Effect on Employee Attitudes and Behavior - (Session ID 760)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT **POSTER SESSIONS**

Poster Board # 31

Authors: Chawota, T.A. & Dickson, M.W. (2025). It's not what you know but who you know: The impact of Social Connection Preference Behaviors (SCPB) on employee attitudes, behaviors and intentions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study explored the direct and indirect effects of social connection preference behaviors (SCPB) on employees' attitudes, behaviors, and intentions. Findings demonstrated that SCPB was negatively correlated with job satisfaction, affective commitment, and organizational justice perceptions while being positively related to CWBs and intentions to quit. Furthermore, organizations justice perceptions were found to significantly mediate the relationship between SCPB and worker attitudes, behaviors, and intentions. The theoretical and practical implications of these findings are discussed.

Speaker



Takudzwa Chawota
Graduate Teaching Assistant | Wayne State University

Development of the Supervisor Satisfaction Questionnaire - (Session ID 780)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT **POSTER SESSIONS**

Poster Board # 32

Authors: Tapia, M. A., Paterson-Roberts, A., Osborn, S., & Brummel, B. (2025). Development of the Supervisor Satisfaction Questionnaire [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Direct supervision represents the most proximal leadership context within an organizational hierarchy. Based on concepts derived from evolutionary leadership theory (van Vugt & Ahuja, 2011) and a prioritization of follower perspectives to define leadership expectations, this study developed a new measure of supervisor satisfaction to evaluate follower satisfaction with a supervisor's ability to exhibit leadership skills, technical skills, and humility. Through this study, the Supervisor Satisfaction Questionnaire was developed, tested, and compared to other common job attitude measures.

Speaker



Michael Tapia
Sr. Assessment Consultant | BTS Consulting

Is Knowledge Always Power? Effects of Negative Gossip on Power, Uncertainty and Voice - (Session ID 814)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT **POSTER SESSIONS**

Poster Board # 33

Authors: Bennion, C. W., Liu, Y., & Schilpzand, P. (2024). Is knowledge always power? Effects of negative gossip on power, uncertainty, and voice. Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Denver, CO, United States.

This study examines the paradoxical effects of receiving negative workplace gossip on psychological states and subsequent voice behaviors. Using experience sampling methodology with 98 employees over 10 workdays, it was found that receiving negative gossip induces a sense of psychological power and uncertainty. Structural power moderates these relationships, with lower power employees experiencing stronger effects. Findings challenge the assumption that being "in the know" is uniformly beneficial, revealing that negative gossip can simultaneously empower and destabilize recipients.

Speaker



Charles Bennion
UGA

Paid to Be Bored? Income as Moderator of Boredom–Job Attitude Relationships - (Session ID 951)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT **POSTER SESSIONS**

Poster Board # 34

Authors: Nunnerley, M. D., Bergman, M. E., Black, K. J., Sinclair, R.R., & Graham, B.A. (2024). Paid to be bored? Income as Moderator of Boredom-Job Attitude Relationships [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors investigated the effect of workplace boredom on job satisfaction and turnover intentions and whether these relationships were moderated by annual income, perceived income adequacy, or future perceived income adequacy. The goal was to determine whether high income or high perceived income adequacy would offset the cost of boredom. Both main effects were supported, but only 1 interaction (perceived income adequacy, boredom, job satisfaction) was significant. Results show that money does not seem sufficient for people to tolerate being bored at work.

Speaker



Michael Nunnerley
Texas A&M

What Make Work Meaningful? - (Session ID 1015)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 1

Authors: Rucker, H., Nichas, M., & Yost, P.R. (2025, April 2-5). What makes work meaningful? [Conference Poster]. SIOP 2025, Denver CO, United States.

Creating meaningful work is increasingly important to both scholars and practitioners. However, the definitions and measures vary, often confounding the antecedents of meaningful work, and fail to investigate both positive and negative outcomes. Study results indicate that personal need fulfillment and team and societal prosocial motivation were strong predictors of experienced meaning which in turn related to higher engagement and lower turnover expectations. Contrary to expectation, meaningful work was related to lower burnout and less interference with other life roles.

Speakers



Mady Nichas
Graduate Student | SPU



Paul Yost
Chair, I-O Psychology Department, & Associate Professor | Seattle Pacific University

Finding Your Happy Place: Curvilinear Effects of Work Ethic on Life Satisfaction - (Session ID 1068)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 2

Authors: Himmler, J. R., Gorman, C.A., & Meriac, J.P. (2025). Finding Your Happy Place: Curvilinear Effects of Work Ethic on Life Satisfaction [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Previous research shows positive relationships between work ethic and work outcomes. The study suggests a curvilinear relationship: Moderate work ethic leads to higher life satisfaction, whereas excessive work ethic may cause burnout. Using a sample of 1,076 undergraduates and polynomial regression, authors found 3 of 7 dimensions of the multidimensional work ethic profile (MWEP) show curvilinear effects on life satisfaction. Findings suggest organizations should promote balanced work-life dynamics. Future research should investigate these relationships in diverse populations and contexts.

Speaker



Joseph Himmler
Graduate Teaching Assistant | Auburn University

Perceived Fit and Organizational Attractiveness: A Generational Perspective - (Session ID 1108)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 3

Authors: Chacko, M. E., Peterson, P. L., Gutierrez, A. R., & Cox, C. B. (2025). Perceived Fit and Organizational Attractiveness: A Generational Perspective [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Many suggest that young, diverse generations entering the workforce have different work values than older generations, affecting how they view potential employers (Aggarwal et al., 2022; Lu & Gursoy, 2016). This study examines the impact of person-organization (P-O) fit on organizational attractiveness across Generations X, Y, and Z. A meta-analysis (N = 3,156) found a positive relationship ($M_p = 0.61$) with a moderation effect for generation ($Q[2] = 10.07, p < 0.01$). These findings contribute to the P-O fit literature and help to better understand generational differences in the workplace.

Speaker



Mary Chacko
Research Associate | Veris Insights

Entrepreneurs' Adaptation Effects: Role of Wage Work Experience in Job Satisfaction - (Session ID 1138)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 4

Authors: Sim, Y. (2025). Entrepreneurs' Adaptation Effects: The Role of Wage Work Experience in Job Satisfaction. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Entrepreneurs typically experience higher well-being compared to salaried employees, but the long-term effects of entrepreneurship on well-being have been underexplored. This study suggests that entrepreneurs enjoy a rise in job satisfaction at first, but this effect diminishes over time, eventually returning to baseline levels. A fixed effects analysis of job satisfaction trajectory supports this idea. Moreover, entrepreneurs without prior wage work experience are likely to see their satisfaction decline more rapidly compared to those with wage work experience.

Speaker



Yerim Sim
Assistant Professor | University of Nebraska at Kearney

Perceived Overqualification and Idle Time: Roles of Leader Expectation and Monitoring - (Session ID 1157)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 5

Authors: Mah, S., Yoo, M., & Yun, S. (2024). Perceived overqualification and idle time: Roles of leader expectation and monitoring [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study introduces a time-based perspective to perceived overqualification (POQ) literature, which has predominantly focused on emotional aspects. Drawing on action regulation theory, authors examine whether overqualified employees' superior capabilities lead to involuntary idle time and under what conditions this idle time is used for task crafting. Regression analyses based on data from 154 full-time employees collected over 2 weeks reveal that overqualified employees experience more idle time but engage in task crafting only when leader expectation is high or monitoring is strict.

Speaker



Sunghyuck Mah
Seoul National University

Workplace Mindfulness Through Role Clarity: Extending the Environmental Model - (Session ID 1201)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 6

Authors: Meaden, J. (2025). Workplace Mindfulness Through Role Clarity: Extending the Environmental Model [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines how role clarity influences mindfulness, using data from 170 full-time employees. Structural equation modeling showed that role clarity significantly predicts mindfulness, even after accounting for prior mindfulness practice. By extending the environmental model of mindfulness, this paper highlights the role of I-O psychology in advancing mindfulness research, with a focus on how organizational design fosters present-moment awareness. The findings provide practical insights for organizations seeking to enhance mindfulness and well-being through improved role clarity.

Speaker



James Meaden
Head of Assessment R&D | Codility

Entering the Resource Gain Spiral: Developing and Sustaining Job Crafting - (Session ID 1232)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 7

Authors: Lin, L., Chen, M. F., Mei, Y. J., & Bai, X. W. (2024). Entering the resource gain spiral: developing and sustaining job crafting [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Drawing upon the conservation of resource theory, authors proposed a spiral relationship between job crafting and work engagement. Random intercept cross-lagged panel modeling (RI-CLPM) of 4-wave longitudinal data from 162 employees revealed the hypothesized reciprocal relationships between job crafting and work engagement: job crafting (T) has a significant positive effect on work engagement (T+1), and work engagement (T) has a significant positive effect on job crafting (T+1).

Speaker



Mengfan Chen
PhD student | Central University of Finance and Economics

The Multidimensionality of Flexible Work: A Moderated Mediation of Job Attitudes - (Session ID 1288)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 8

Authors: Udomsirirat, V. T., & Viswesvaran, C. (2025). The multidimensionality of flexible work: A moderated mediation of job attitudes. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study addresses conflicting findings on flexible work arrangements (FWAs) by testing 3 facets: availability (access), usability, and fairness (to obtain). A moderated mediation tested whether perceived organizational support (POS) mediates the relationship between FWA availability and job attitudes (job satisfaction, organizational commitment, turnover intentions), with usability and fairness as moderators. Findings suggested usability and fairness were stronger predictors of POS and job attitudes. Future research should explore the role of FWA perceptions beyond mere access.

Speaker



Victoria Udomsirirat
Consultant | PDRI by Pearson

The Impact of Organizational Change on Work Engagement - (Session ID 1376)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 9

Authors: Villarreal, Andres. Daniel & Gutierrez, Alexis. Raina (2024) The Impact of Organizational Change on Work Engagement [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States

A meta-analysis of 10 studies with 14,205 participants was conducted to assess the relationship between organizational change and work engagement. Results showed a moderate to strong positive correlation ($r = 0.84$) between these variables, supporting the hypothesis that organizational change enhances work engagement. No evidence was found to suggest a decrease in work engagement due to organizational change.

Speaker



Andres Villarreal
Personnel Research Intern | Operational Technologies Corporation (OpTech)

Adapting to Shocks: Employees' Perceptions of Organizational Control and Support - (Session ID 1435)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 10

Authors: Gonzalez, M., Davenport, M. K., Shanock, L.R., Woznyj, H., & Dunn, A. (2025). Adapting to Shocks: Employees' perceptions of organizational control and support [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study explores how employees' perceptions of their organization's control over their job conditions during COVID-19, an external shock, relates to perceptions of organizational support (POS). Job conditions in this study were theoretically categorized based on self-determination theory (SDT). The severity of shock was also investigated as a moderator. Findings indicate employees' perception that their organization had control over relatedness-related job conditions positively related to employees' feeling more supported by their organization during a high stress and uncertainty context.

Speaker



Mayleen Gonzalez
University of North Carolina-Charlotte

Age Perspectives on the Outcomes of Telework Preference Fulfillment - (Session ID 1451)

10:30 AM – 11:20 AM


JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 11

Authors: Gomez, M., McAvoy, P. & Sy, T. (2025). Age Perspectives on the Outcomes of Telework Preference Fulfillment. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Remote work has become a preferred option in many postpandemic workplaces. Research indicates that unfulfilled employee preferences negatively impact key outcomes. This study examines whether this trend holds for telework scheduling preferences and tests the moderating effect of age on workplace outcomes. Results show that younger employees are significantly less satisfied with their telework schedules than older employees. Additionally, those with unmet telework preferences experience greater deficits, with younger employees being the most adversely affected.

Speaker



Merab Gomez
PhD Student | University of California Riverside

Decoding Meeting Boredom: Analyzing the Themes and Content of Mind Wandering - (Session ID 1472)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 12

Authors: Heydarifard, Z., Allen, J., A. & Romney, A. C. (2025). Decoding Meeting Boredom: Analyzing the Themes and Content of Mind Wandering [poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Meeting boredom often triggers mind wandering. Although past research has examined boredom broadly, this study explores factors contributing to boredom and mind wandering specifically in meetings. Through a qualitative study, authors found that the relevance of meeting content, participant engagement, and the meeting format influenced boredom and led to increased mind wandering. Findings highlight the relationship between boredom and mind wandering in meetings, emphasizing the need for further research on how to mitigate these effects in organizational settings.

The Outcomes of Emphasizing Purpose at Work for Different Generations - (Session ID 1556)

10:30 AM – 11:20 AM


JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 13

Authors: Coley, S. L. (2025). The outcomes of emphasizing purpose at work for different generations [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Gen Z's attitudes can be unique compared to older generations—including an enhanced focus on purpose. This study examined variables that might enhance Gen Z's engagement and stay intent. Predictors included how executives portray themselves and employees' ability to pursue purpose at work. Results revealed that Gen Z benefitted most from pursuing their personal purpose, but, surprisingly, they benefitted less from executives being involved with purpose. Implications about companies signaling purpose to Gen Z talent are discussed. Additional generational results are discussed.

Speaker



Sarah Coley
Senior Researcher | Truist Leadership Institute

Defining the Differences: Examining the Scope of Job Satisfaction Measurement - (Session ID 1561)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 14

Authors: Mejia, N., Katlabi, D., Kassim, C., Ivy, A., Notari, C., & Sessa, V. (2025). Defining the Differences: Examining the Scope of Job Satisfaction Measurement [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Job satisfaction is frequently mismeasured due to irrelevant survey questions, unclear definitions of "job," and insufficient understanding of its scope. This research tackles these challenges by defining jobs, organizations, and people, then establishing rules to validate our categorization choices. Analysis revealed that many existing surveys mix data and lack clear job descriptions, leading to inaccurate evaluations of job satisfaction. This study highlights the importance of well-structured surveys for accurately measuring employee issues, enabling effective workplace improvements.

The Age-Conditional Effects of Job Crafting on Age Discrimination and Employee Health - (Session ID 1567)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 15

Authors: Rosenblatt, A., Peng, Y., Riccardi, C., Momcilovic, P., & Steffens, S. (2025). The age-conditional effects of job crafting on age discrimination and employee health [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors examined the age-conditional impact of strength and interest crafting on psychological health via age discrimination. Results revealed that the indirect relationship between interest crafting and psychological health via age discrimination was stronger among older workers compared to younger workers. Contrastingly, it was found that the indirect relationship between strength crafting and psychological health via age discrimination was weaker among older workers compared to younger workers.

Speaker



Alexa Rosenblatt
Manager, Talent Management | Marriott International

Navigating ADHD in the Workplace: The Role of Daily Proactive Behaviors - (Session ID 1597)

10:30 AM – 11:20 AM

JOB ATTITUDES/ENGAGEMENT POSTER SESSIONS

Poster Board # 16

Authors: Mai, I., Young, S., & Weinhardt, J. (2025). Navigating ADHD in the workplace: The role of daily proactive behaviours [Poster]. Society for Industrial and Organizational Psychology Conference, Denver, CO, United States

This study explores how daily proactive behaviours impact workplace engagement among employees with ADHD. Using an 8-day experience sampling study with full-time employees diagnosed with ADHD, authors examine the dynamics among ADHD symptoms, job crafting, playful work design, and work engagement. Results reveal that job crafting strategies effectively mitigate the negative impacts on engagement. This study offers valuable practical insights for employees with ADHD and organizations to better support employee well-being and engagement.

Job Insecurity in Remote and Hybrid Work: Differential Effects for Vulnerable Workers - (Session ID 846)


10:30 AM – 11:20 AM | Location: 603


JOB ATTITUDES/ENGAGEMENT


Authors: Perry, S. J. & Foy, E. M. (2025). Job insecurity in remote and hybrid work: Differential effects for vulnerable workers [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States


This symposium engages a discussion around the experience of job insecurity in remote and hybrid work. The first paper explores differences in job insecurity and loneliness across work modes, and the second and third papers additionally explore experiences of 2 potentially vulnerable populations in remote work: workers who are of minority ethnicity and working mothers, respectively. Overall, remote work may indeed pose a risk of job insecurity, and these vulnerable populations may be particularly at risk, but several specific resources can help overcome this risk.

Speakers

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Emily Foy
PhD Student - Psychology | Baylor University
- 

Sara Perry
Professor of Management | Baylor University
- 

Tahira Probst
Professor | Washington State University
- 

Rebecca Lindgren
Teaching Assistant/ Instructor, Department of Psychology | Washington State University Vancouver

Wellness at the Heart of Healthcare: Trends in Organizational Well-Being Data - (Session ID 194)


10:30 AM – 11:20 AM | Location: 203


OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING


Authors: McClure, J. (Co-Chair) & Fain, E. (Co-Chair) (2025). Wellness at the Heart of Healthcare: Trends in Organizational well-being Data [Symposium]. Society for Industrial and Organization Psychology Annual Conference, Denver, CO, United States. Fain, E. & Lemming, M. (2025). Handling Stress in the Healthcare Industry: A Synthetic Validity Perspective. Lovell, E., Killham, E., Schloemer, S., Sager, H., Perel, C., & Beechly, L. (2025). We Are Not Okay: well-being Concerns in the State of Healthcare. Ayres, T., Burrus, S., & Myers, A. (2025). Burnout, Consequences, and Identifying Potential Interventions in Healthcare Professionals.


Employee well-being in the healthcare industry is a continually growing area of crucial research, especially since the COVID-19 pandemic. This symposium details the individual personality differences, 2023 and 2024 healthcare industry trends, and organizational data representing healthcare workers and their levels of stress, burnout, risk, and potential interventions.

Speakers

- 

Thomas Ayres
Doctoral Research Faculty, Center for Wellbeing; Assistant Professor of Pediatrics, University of Missouri-Kansas City | Children's...
- 

Emma Fain
The University of Tulsa
- 

Ellen Lovell
Senior Consultant | Perceptyx, Inc.
- 

Jessica McClure
Senior Consultant | Hogan Assessments

Human Versus Machine: Exploring AI's Role in Selection and Feedback Assessment - (Session ID 483)


10:30 AM – 11:20 AM | Location: 506


TECHNOLOGY


Authors: Justenhoven, R. (Chair), (2025). Human vs. Machine: Exploring AI's Role in Selection and Feedback Assessment [Symposium]. Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Denver, CO, US. Schäpers, P., Kodura, F., Strewick, M. & Negele, M. P. (2025). Automating Personnel Selection: Evaluating the Validity of AI-Generated Interview Questions. Harwood, H. & Roulin, N. (2025). I, robot... rated your interview: Examining the use of ChatGPT. Justenhoven, R., & Jansen, M. (2025). A Human vs. Machine Study in the Context of Employee Feedback. Englund, M., Slyngstad Klitzing, T. & Asmaro, F. (2025). Human vs LLM Performance in Matrix Reasoning.


As advancements in technology reshape organizational processes, this symposium explores how large language models (LLMs) and other AI-driven tools compare to human expertise in personnel selection and feedback summarization. The session covers research on LLM-generated interview questions, the use of GPT models to solve logical problems or rate interview responses, and LLMs' role in summarizing feedback. Each paper provides insights into the reliability, validity, and practical implications of these tools, highlighting where AI supports efficiency and where human judgment remains vital.

Speakers

- 

Mats Englund
Chief Science Officer | Fairsight
- 

Harley Harwood
PhD Student | Saint Mary's University
- 

Richard Justenhoven
Chief Measurement Strategist | Welliba
- 

Philipp Schäpers
University of Münster

Midday Break

11:30 AM – 12:30 PM

BREAKFAST, LUNCH & BREAKS

I-O for Greater Good

11:45 AM – 12:45 PM | Location: 702/704/706

Many of us are involved in projects—both at and outside of workshop—that bring the goodness of I-O Psychology into the world. Whether it's an ESG initiative, a community pantry, or a volunteer effort, this is a space to share your impact and discover how we can support each other in delivering even more goodness—both within our profession and beyond.

Stepping up the Scientist-Practitioner Model: Academia and Industry Collaborations - (Session ID 411)

12:30 PM – 1:50 PM | Location: 607

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Polavarapu, A. (Chair), Atoba, O. A. (Panelist), Blacksmith, N. (Panelist), Castiglione Andrews, T. (Panelist), Hein, M. B. (Panelist), O'Connor, M. (Panelist), Payne, S. C. (Panelist), Prasad, J. J. (Panelist), & Zickar, M. J. (Panelist). (2025). Stepping up the scientist-practitioner model: academia and industry collaborations [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Collaborations between academia and industry can be a significant way of bridging the scientist–practitioner gap. In the first half using a lightning format to encourage quick sharing, academics and practitioners will discuss their past collaborations and project partnerships that helped synergize efforts. This section will explore different models of structuring academy–industry consulting. The second segment of the session will be an interactive session focused on empowering the audience to create toolkits for further promoting collaborations between academia and industry.

Speakers

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Bisi Atoba
Instructional Associate Professor | Program Director | Texas A&M University



Tanya Castiglione Andrews

Founder and Managing Director; Executive Coach | Connect Coaching & Consulting



Michael Hein

Professor & Senior Consultant | Middle Tennessee State University



Matt O'Connor

Head of Assessments - People Scientist | Owens Corning



Stephanie Payne

Professor | Texas A&M University



Aarti Polavarapu

PhD Candidate | Bowling Green State University



Joshua Prasad

Colorado State University



Michael Zickar

Sandman Professor of Industrial-Organizational Psychology | Bowling Green State University

Changing the Preference for Pseudoscience Over I-O Solutions: A COM-B Mashup - (Session ID 839)

12:30 PM – 1:50 PM | Location: 302/303

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Mastrangelo, P. M. (Chair), Jolton, J. A. (Panelist), Joseph-McCauley, K. (Panelist), McKee, W. (Panelist), and Tregar, M. (Panelist). (2024). Changing the preference for pseudoscience over I-O solutions: A COM-B mashup. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Diverse practitioners from coaching, consulting, HR, and government list factors that cause decision makers to favor pseudoscience: products and services represented as valid without sufficient scientific evidence. The enablers and barriers to choosing I-O solutions are then classified as a matter of capability, opportunity, or motivation to leverage the COM-B framework, an evidence-based method of prescribing change tactics. Audience-panel dialogue will supplement prepared recommendations for influencing potential consumers of I-O solutions.

Speakers



Jeffrey Jolton

Managing Director, Research and Insights | Kincentric



Paul Mastrangelo

Owner/President | First Domino Consulting



Mark Tregar

Acting Business Development Director | LinkVisum Consulting Group

We Get Back up Again: Problem-Solving Teams Research Challenges and Failures - (Session ID 866)

12:30 PM – 1:50 PM | Location: 702/704/706

GROUPS/TEAMS

Authors: LeNoble, C.A. (Co-Chair) & Yagey, C.D. (Co-Chair). (2025). We get back up again: Problem-solving teams research challenges and failures. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Wildman, J. & Caylor, J. (2025). Gaining access to a stigmatized sample. Thayer, A. (2025). Complexities in cooperative applied research. Rumely, J., LeNoble, C.A., & Martinez, D., Casale, G., & Garcia, S. (2025). All hands on deck: Challenges studying crew burnout in the yachting industry. Kaosaar, A., Szabo, K., & Burke, C.S. (2025). Balancing access and engagement: Insights from team research in Antarctica and space analogs. Traylor, A. (2025). Collecting data in NICU units. Shuffler, M. (2025). Applied research with college athletics.

As teams have become increasingly complex, so too have the challenges associated with conducting teams research. In this alternative session, experienced teams researchers will share their own stories of research roadblocks and failures. Then, presenters and attendees will break into group discussions to brainstorm ways to overcome unique challenges associated with the planning and design, recruitment and data collection, and postdata collection phases of teams research. By facilitating sharing and problem solving in solidarity, this session supports rigorous, resilient teams research.

Speakers



Andres Kaosaar

Graduate Research Assistant | University of Central Florida



Chelsea LeNoble

Assistant Professor | University of Central Florida



Marissa Shuffler

Associate Professor of Industrial/Organizational Psychology | Clemson University



Amanda Thayer

Associate Professor, I/O Psychology | Florida Institute of Technology



Allison Traylor

Assistant Professor | Clemson University



Chad Yagey

PhD Student | University of Central Florida

Well-Intended or Slippery Slope: Building Support for DEI - (Session ID 1223)

12:30 PM – 1:50 PM | Location: 405/406

INCLUSION/DIVERSITY

Authors: Fedorowicz, N. (Co-Chair), Maneethai, D. (Co-Chair), Kazmi, M., Colosimo, J.L., Johnson, L. U., Bertram, D., & Witt, L. A. (2025). Well-Intended or Slippery Slope: Building Support for DEI. [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Organizations have ramped up initiatives to advance diversity, equity, and inclusion (DEI). Despite these efforts, DEI continues to face increasing resistance. This session, tailored for both practitioners and academics, invites a collaborative discussion on reframing DEI to reduce backlash and foster broader support. A panel will explore the complexity of current DEI challenges and the potential solutions to this resistance, followed by small-group discussions to gather insights. The feedback from audience discussions will inform a planned article for SIOP's IOP journal.

Speakers



De'Ericka Bertram

Data Governance Associate Manager | PepsiCo



Joanna Colosimo

Vice President, Workforce Analytics & Compliance Strategy | DCI Consulting Group, Inc.



Nikola Fedorowicz

Senior Consultant | Ivy Planning Group



Lars Johnson

Assistant Professor | University of Texas at Arlington



Maryam Ahmad Kazmi

People Analyst | Google



Dustin Maneethai

Assistant Professor | University of Houston



L. Witt

Professor of Public Affairs, Management & Leadership (Bauer College of Business), and Psychology | University of Houston

Revolutionizing Talent Data Collection: Bridging Quantitative and Qualitative - (Session ID 405)

12:30 PM – 1:50 PM | Location: 603

MEASUREMENT/STATISTICAL TECHNIQUES

Authors: Cohen, R. (Chair), Fink, A. A. (Panelist), Kuschman, H. (Panelist), Webster, A. (Panelist), & Martin, C (Panelist). (2025). Revolutionizing Talent Data Collection: Bridging Quantitative and Qualitative [Alternative Session Type]. Society for Industrial Organizational Psychology Annual Conference, Denver, CO, United States.

The rise of large-scale quantitative data methods means new opportunities for talent experts. But newer, faster methods of analyzing trends in large populations may risk overlooking the “why?” behind the trends. This session will help intermediate and advanced practitioners close the gap between large-scale quantitative data and small-scale qualitative data collection to achieve an optimized approach. It will start with a debate reflecting real-world ideologies and tendencies of today’s practitioners. Attendees will then apply new skills in blending meaningful insights across approaches.

Speakers



Alexis Fink

Vice President, People Analytics and Workforce Strategy | Meta



Haley Kuschman

Employee Experience Solution Strategist | Qualtrics



Cody Martin

Director of Workforce Analytics | Johnson & Johnson



Andrew Webster

VP of Transformation | ExperiencePoint

Charting the Future: Unpacking New Trends in Succession Planning - (Session ID 1294)

12:30 PM – 1:50 PM | Location: 205

TESTING/ASSESSMENT

Authors: Lindgren, C. (Chair), Dreyer, M., Evans, S., Lin, L., Marcus-Blank, B., & Powers, C. (2025). From Assessment to Execution: Tools and Strategies for Effective Succession Planning [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session explores innovative strategies in succession planning. Panelists will discuss unique approaches to optimizing critical roles, assessing senior leaders, and the impact of AI on succession planning. Participants will gain insights from case studies on talent assessment, risk management, and individual development. External vendors in the session will also showcase actionable strategies that allow organizations to proactively prepare for future leadership transitions. Audience members can ask questions in direct response to each mini-presentation and in a Q&A session at the end.

Speakers



Matthew Dreyer

Global Head of Talent Management | Prudential Financial



Sarah Evans

Chief Human Resources Officer | Ocean Spray Cranberries



Lilly Lin

Executive Director | Russell Reynolds Associates



Brittany Marcus-Blank

Johnson & Johnson



Charlotte Powers

Head of Global Executive Talent Management | GE Aerospace

Evaluating Applications of GenAI to Assessment: Findings From Programmatic Research - (Session ID 834)

12:30 PM – 1:50 PM | Location: 207

TESTING/ASSESSMENT

Authors: Boyce, A., Facticeau, J., Fetzter, M., Kantrowitz, T., & Schmidt, D. (2025). Evaluating Applications of GenAI to Assessment: Findings from Programmatic Research [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Generative artificial intelligence has numerous applications to employee assessment, yet it poses new risks and increases the complexity and ambiguity of meeting professional and mounting legal guidelines. Programmatic research is needed to evaluate how organizations can take advantage of generative AI to efficiently yet responsibly develop and optimize assessment procedures. Practice and research leaders will describe research questions, strategies, and findings for evaluating how and whether to leverage generative AI for assessment development, validation, scoring, and test security.

Speakers



Anthony Boyce

Principal Research Scientist | Amazon



Dr. Jeffrey D. Facticeau

Chief I/O Psychologist | HackerRank



Michael Fetzter

Associate Partner - Global Science & Product Development | Aon



Tracy Kantrowitz

Chief Professional Services and Product Officer | PDRI by Pearson

Specialty Coaching: Integration of Coaching Skills With Domain Knowledge - (Session ID 1006)

12:30 PM – 1:50 PM | Location: 503/504

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: DiGirolamo, J. A. & Berman, B. (2025). Specialty coaching: Integration of coaching skills with domain knowledge [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Coaching skills are generally used to facilitate client growth and development personally and professionally. For decades this modality has proven to be effective in helping clients to uncover motives and meaningful development paths. Combining domain knowledge with coaching techniques can bring significant benefits. This session will bring to light the results of a qualitative research study on 5 areas of

specialty coaching and reinforce these results with sharing of experiences from more than 30 years of business coaching using active interventions.

Speakers



Bill Berman
Berman Leadership Dev't



Joel DiGirolamo
Vice President of Research and Data Science | International Coaching Federation (ICF)

Advancing Organizational Practice and Research With Bayesian Generalizability Theory - (Session ID 333)

12:30 PM – 1:50 PM | Location: 703

MEASUREMENT/STATISTICAL TECHNIQUES

Authors: Jackson, D. J. R. & Michaelides, G. (2025). Advancing practice and research with Bayesian generalizability theory [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This introductory session will showcase generalizability (G) theory, its key features, recent advances, and underutilized attributes. Authors will describe the advantages of Bayesian G theory and how it can be used to better understand and improve complex measurement procedures routinely applied in organizations (e.g., performance evaluations, assessment centers, etc.). Coverage extends to core concepts, univariate, and multivariate considerations. They will address both univariate and multivariate G studies for examining psychometric patterns and reliability.

Speakers



Duncan Jackson
Professor of Organizational Psychology and HRM | King's College London



George Michaelides
Professor | University of East Anglia

Uncle Sam Wants You: Government Contract Work as an Alternative for Academic Faculty - (Session ID 1394)

12:30 PM – 1:50 PM | Location: 507

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: Baldwin, N. A. F. (Chair), Deuling, J., Persing, C., Tett, R. P., Mackay, M. (2025). Uncle Sam wants you: Government contract work as a desirable alternative for faculty [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Increasing challenges in academia are leading some I-O faculty members to consider full-time employment doing government contract work. As former I-O academics who now conduct I-O psychology research for US government agencies (e.g. United States Air Force, U.S. Office of Personnel Management), panelists are uniquely positioned to detail the pros and cons of both worlds for those facing a choice, whether fresh out of grad school or as seasoned professors. Panelists will discuss these issues, starting with predetermined questions before opening to additional questions from the audience.

Speakers



Nicholas A. Baldwin
I/O Psychologist | DCS Corporation



Jacqueline Deuling (Mitchelson)
Senior Scientist | HumRRO



Michael Mackay



Carl Persing
Industrial/Organizational Psychologist III | DCS Corporation



Robert Tett
University of Tulsa

Navigating Dual Identities: Women With Invisible Disabilities in Professional Spaces - (Session ID 388)

12:30 PM – 1:50 PM | Location: 407

INCLUSION/DIVERSITY

Authors: Hicksted, J. (Co-Chair), Busija, K. (Co-Chair), Ralston, D., & Praslova, L., (2025). Navigating Dual Identities: Women with Invisible Disabilities in Professional Spaces [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This panel will present research grounded advice bringing together accomplished career women from diverse professional fields living with invisible disabilities. The discussion will explore gender and invisible disabilities, addressing the unique challenges faced in navigating professional environments. Panelists will share their experiences with disclosing, managing stigma, and balancing the expectations placed on them as both women and individuals with disabilities, and will delve into strategies for building inclusive workplaces, overcoming bias, and advocating for acceptance and support.

Speakers



Kristy Busija
Next Conversation Consulting



Jessica Hicksted
Researcher / Advocate/ WIDE Founder | ND Visionary Partners



Danielle Ralston
Founder and CEO | ND Visionary Partners



Dr. Ludmila Praslova
Professor of Psychology; Business School Professor | Vanguard University of Southern California

Pride in Progress: Navigating Early Career Success as a Queer Professional - (Session ID 716)

12:30 PM – 1:50 PM | Location: 403/404

INCLUSION/DIVERSITY

Authors: Salvas, A. (Co-Chair), Bishop, L. (Co-Chair), Collie, K., Page, K., Smith, A., & Thai, W. (2024). Pride in Progress: Navigating Early Career Success as a Queer Professional [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The purpose of this panel discussion is to provide insight into the particular challenges faced by the LGBTQIA+ workforce in the current political moment. The panelists represent early career I/O practitioners and doctoral students, who will share their varied experiences as well as how they are navigating career decisions and identity management in an increasingly hostile environment for LGBTQIA+ individuals at work. Individuals in the LGBTQIA+ community will receive advice from these individuals, while allies can learn strategies for supporting queer individuals today.

Speakers



Lora Bishop
Graduate Assistant | DePaul University



Kelsie Colley

Organizational Design Consultant | State Farm



Kyle Page

Senior Analyst, People Analytics | Nestlé USA



Abbey Salvas

Senior Research Analyst | Idealis Advisory



Adam Smith

Instructor | Harvard University



William Thai, PhD

Principal Employee Listening Data Analyst | Walmart

Staying on Track: Contextualizing and Mitigating Leadership Derailers - (Session ID 732)

12:30 PM – 1:50 PM | Location: 701

LEADERSHIP

Authors: Thomas, S. E. (Co-Chair), Rau, K. N. (Co-Chair), Bourne, A., Klausing, K., Ruggeberg, B. J., Sherman, R. A., & Wacławski, J. (2025). Staying on Track: Contextualizing and Mitigating Leadership Derailers [Panel discussion]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This panel will discuss using individual derailers in leadership development, specifically exploring contextual factors that impact interpretation of derailers (e.g., cultural, tenure, role type), as well as mitigation tactics that can be used through coaching and development efforts. Panelists will share their experiences and discuss interpretation considerations based on profiles of derailers, as well as new research directions in this space. This session will facilitate the sharing of best practices from personality assessment and coaching experts.

Speakers



Kelsey Klausing

Director, Solutions Partners | Hogan Assessment Systems



Katherine Rau

Independent



Brian Ruggeberg

Consultant | Spencer Stuart



Ryne Sherman

Chief Science Officer | Hogan Assessment Systems



Sarah Thomas

Senior Consultant, Organizational Effectiveness | Lurie Children's Hospital



Janine Wacławski

Co-Founder and Managing Partner | Maestro Consulting LLC

A Life Well Lived: Toward a Holistic View of Well-Being - (Session ID 705)

12:30 PM – 1:50 PM | Location: 705/707

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Martin, M. (Chair), Beard, M., Grabarek, P., Myer, A., Wigert, B., Winslow, C. (2024). A Life Well Lived: Toward a Holistic View of well-being. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session will provide a conversation on how to define and measure employee well-being, as well as provide best practices to improve employee well-being at the individual and organizational level. This discussion will be contributed by panelists from different organizations, who have extensive research and applied experience with improving and managing the employee experience. The goal is to provide attendees with resources and recommendations on how to study and investigate employee well-being, specifically with regards to the future of work and changing workforce.

Speakers



Madison Beard

Head of People Research and Employee Listening | Cisco



Dr. Patricia E. Grabarek

Co-Founder | Workr Beeing



Adam Myer

Head of Total Rewards Insights and Data Strategy | Johnson & Johnson



Ben Wigert

Director of Research and Strategy, Workplace Management | Gallup



Carolyn Winslow

Director of Well-Being Research | Michigan Medicine, Office of Well Being at the University of Michigan



Julian Wright

People Data Analyst & Consultant | Workhuman

Connection and Belonging at Work: The Foundation for Employee Well-Being - (Session ID 1412)

12:30 PM – 1:50 PM | Location: 506

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Ortega, D. X. (Co-Chair), Rodríguez, W. A. (Co-Chair), Busse, K. (Co-Chair), Weglarz E. (Co-Chair), Natale, A. (Co-Chair), Barber, L., Baumgartner, N., Eatough, E., Merkand, R., Voyles, E. (2025). Connection and Belonging: The Foundation for Employee Well-Being [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session explores how organizations can address workplace loneliness by fostering stronger employee connections. A panel of experts will discuss strategies for promoting social connection and belonging by offering strategic initiatives and everyday practices. Panelists will share actionable steps employees, leaders, and organizations can implement to strengthen connections in virtual, hybrid, and in-person work environments.

Speakers



Larissa Barber

Professor | San Diego State University



Natalie Baumgartner

CLA



Erin Eatough

Co-Founder | Fractional Insights



Roxy Merkand

McKinsey Health Institute



Wiston Rodriguez



Elora Voyles

Lead People Scientist | Culture Amp



Liz Weglarz

Engagement Manager | Contemporary Leadership Advisors



Daniela Ortega

Graduate Teaching Associate | San Diego State University

Beyond the Bottom Line: Well-Being as the New Gold Standard for Organizational Success - (Session ID 573)

12:30 PM – 1:50 PM | Location: 501/502

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Peters, J. C. (Co-Chair), Siderits, I. O. (Co-Chair), Hughes, I. M. (Co-Chair), Tay, L., Cleveland, J., Bergman, M. E., Murphy, K. R., & O'Shea, D. (2025). Beyond the bottom line: Well-being as the new gold standard for organizational success [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The field of I-O psychology has traditionally viewed performance as the ultimate criterion, a concept reinforced in textbooks in I-O psychology, organizational behavior, and HR management. However, this narrow perspective overlooks the need to address issues of criterion deficiency and scope. This panel will explore a position that challenges the traditional emphasis on performance and present a broadened criterion of well-being. Authors will discuss criterion deficiency and the complexities of an all-encompassing criterion of well-being—or optimal functioning.

Speakers



Mindy Bergman

Texas A&M University



Jeanette Cleveland

Professor | Colorado State University



Ian Hughes

Assistant Professor | Texas A&M University



Kevin Murphy

Professor Emeritus | University of Limerick



Deirdre O'Shea

Kemmy Business School, University of Limerick



James Peters

Graduate Research Assistant | National Counterterrorism Innovation, Technology, and Education Center



Ian Siderits

PhD Candidate, ABD | North Carolina State University



Louis Tay

Professor | Purdue University

The Skills-Based Organization Journey: Practical Guidance for the Path - (Session ID 1543)

12:30 PM – 1:50 PM | Location: 601

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Dulac, G. R. (Chair), Groscurth, C., Hiipakka, J., McDaniel, M., Mills, B., & Morelli, N. (2025). The Skills-based Organization Journey: Practical Guidance for the Path [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Traditional job roles and competency-based approaches can limit organizations in addressing evolving work and workforce requirements. A skills-based approach to talent management—or skills-based organization—offers a potential solution, focusing on learning, adaptability, and aligning skills with organizational goals. Five specialists in this field will provide actionable insights and practical guidance on implementing skills-based approaches across the talent lifecycle, including advice for organizations looking to begin this journey.

Speakers



Gerard Dulac

Senior Consultant | Deloitte Consulting



Chris Groscurth

Senior Director, Talent Assessment | Stryker



Julie Hiipakka

Human Performance & Learning | Deloitte Consulting



Max McDaniel

Sr Director - Performance, Skills and Assessments | Verizon



Britany Mills

Organizational Effectiveness Manager | The Home Depot



Neil Morelli

Managing Partner | Workplace Labs

Advancing Graduate Education: Applied Learning in I-O Psychology Programs - (Session ID 502)

12:30 PM – 1:50 PM | Location: 203

TEACHING I-O PSYCHOLOGY/STUDENT AFFILIATE ISSUES/PROFESSIONAL DEVELOPMENT

Authors: McChesney, J. E. (Co-Chair), Campana, K. (Co-Chair), Kottke, J., Shoenfelt, E. L., Caughron, J., Stone, N., & Sachau, D. (2025). Advancing Graduate Education: Applied Learning in I-O Psychology Master's Programs [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Applied projects are key to the science-practitioner model in I-O psychology master's programs, linking theory with practice. This session will feature experts sharing strategies for designing projects that offer hands-on experience through collaborations with community and industry partners. Topics will include finding suitable organizations, supervising projects, and securing funding. Although focused on master's programs, the strategies will also apply to doctoral-level applied projects.

Speakers



Kristie Campana

Associate Professor | Minnesota State University, Mankato



Jay Caughron

Professor | Radford



Janet Kottke

Professor Emerita | CSU, San Bernardino



Jenna McChesney
Assistant Professor | Meredith College



Daniel Sachau
Professor | Minnesota State University, Mankato



Elizabeth (Betsy) Shoenfelt
Principal Consultant | Strategic Performance Solutions



Nancy Stone
Middle Tennessee State University

Finding and Securing Grant Funding: A Discussion With the Experts - (Session ID 862)

12:30 PM – 1:50 PM | Location: 605

TEACHING I-O PSYCHOLOGY/STUDENT AFFILIATE ISSUES/PROFESSIONAL DEVELOPMENT

Authors: Greco, L. M. (Co-Chair), Olenick, J. (Co-Chair), Mitchell, K. (Co-Chair), Bell, S. T. (Discussant), Shaughnessy, S. P. (Discussant), Verhoeven, D. C. (Discussant), and Hunter, S. T. (Discussant). (2025). Finding and Securing Grant Funding: A Discussion with the Experts [Panel Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session aims to provide practical advice to I-O psychologists interested in obtaining funding through external grants. Topics will include strategies for finding the right funding agency and grant solicitation, tips for communicating a compelling project, and advice for managing the grant writing process.

Speakers



Suzanne Bell
.



Lindsey Greco
Oklahoma State University



Samuel Hunter
Professor of Psychology | University of Nebraska at Omaha



Dana Verhoeven
Assistant Professor | University of Nebraska Medical Center

Beyond the Prompt: Ensuring Quality When Leveraging GenAI - (Session ID 870)

12:30 PM – 1:20 PM | Location: 505

TECHNOLOGY

Authors: Hlebasko, H.E. (Co-Chair), Rotch, M. (Co-Chair), Zemin, B. Thierbach, A., King, R. (2024). Beyond the prompt: Ensuring quality when leveraging GenAI [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session will present practical advice to users of generative artificial intelligence for developing processes and products to ensure quality results beyond prompt engineering. Topics will include discussion of external and internal practitioner experiences leveraging GenAI when determining appropriate tasks, planning effective implementation, and defining GenAI quality.

Speakers



Hanna Hlebasko
APTMetrics



Rachel King
Chief Data Scientist | Vero AI



Michael Rotch
Senior Consultant | APTMetrics



Alexander Thierbach
DCS Corporation



Krystyn Ramdial
Director of Global Pre-Selection | Procter & Gamble

Strategic 360 Feedback: Innovations From the Field - (Session ID 943)

12:30 PM – 1:50 PM | Location: 201

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: Brooks, S. (Co-chair), & Seibert, J.H. (Co-chair). (2025). Strategic 360 Feedback: Innovations from the Field [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Lee, D.R. & An, M. (2025). Utilizing 360 Feedback to Drive Organizational Development. Lovato, C. (2025). Maximizing Development with Aggregate 360 Feedback: A Medtronic Case Study. Rushing, E., Church, A.H., Huntley, M., & Wacławski, J. (2025). Finding the Right Balance: Using 360 for Executive Development and Talent Management. Seibert, J.H., (2025). Do 360 Feedback Comments Have a Strategic Role? Adapting the Usefulness Quotient for 360 Feedback Surveys. Young, S. & Reeves, K. (2025). Using 360-degree feedback and analytics to inform leadership development strategy.

The use of 360-degree feedback systems for talent management processes and decision making in organizations has increased substantially in recent decades. Applications are expanding from person focused (e.g., talent calls, assessing performance) to organization focused (targeted initiatives, needs assessments). This symposium highlights examples from well-known organizations that have examined innovative ways of using both quantitative and qualitative 360 data. Key learnings and best practices for organizations looking to get the greatest value from their 360 programs will be discussed.

Speakers



Scott Brooks
Partner and Vice President | OrgVitality



Deborah Lee



Chris Lovato
Global Talent Strategy & Insights Director | Medtronic



Elizabeth Rushing
Director of Executive Assessment and Development | Visa



Jerry Seibert
Executive Consultant | OrgVitality



Dr. Stephen F. Young
Global Head, Employee Experience and Assessments | Caterpillar Inc.

Exploring Equity in Academia: Uncovering Biases for Marginalized Faculty - (Session ID 574)








12:30 PM – 1:50 PM | Location: 304

INCLUSION/DIVERSITY

Authors: Ash (Co-Chair), J., Madera (Co-Chair), J., Spitzmueller (Co-Chair), C. (2025). Exploring Equity in Academia: Uncovering Biases for Marginalized Faculty [Symposium]. Society For Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Masters-Waage, T. C. (2025). The women advocacy advantage: Women referees write more supportive letters and increase candidates' chances of receiving a promotion. Knoblich, A. J., & Tonidandel, S. (2025). An examination of racial bias in the peer review process using natural language processing. Skorinko, J., Demetry, C., Lingo, E. L., Roberts, S., Farny, N., & Hollan, K. (2025). Who and what is valued for promotion to full? A case study of institutional change toward gender equity. Ready, E. J., Martinez, L. R., Thanheiser, E., Weasel, L., Greco, G., & Ajibade, I. (2025). How to make change: Identifying levers of change to promote institutional equity. Portland State St. Aubin, A., Ng, V., Madera (Co-Chair), J., & Spitzmueller, C (Co-Chair). (2025). Do early promotion and tenure processes and outcomes differ for women faculty members?

This symposium explores the challenges faced by underrepresented minorities and women in promotion and tenure (P&T) processes, focusing on how bias in external review letters (ERLs) and institutional policies can shape outcomes. The research presented offers fresh perspectives on how gender and race influence these critical career milestones, emphasizing the need for structural reform in academia.

Speakers

- **Joshua Ash**
University of Houston
- **Andrew Knoblich**
PhD Student | The University of North Carolina at Charlotte
- **Theo Masters-Waage**
University of Houston
- **Emily Ready**
Doctoral Student | Portland State University
- **Jeanine Skorinko**
Professor | WPI
- **Ally St. Aubin**
Research Assistant; Graduate Student | University of Houston
- **Sarah Singletary Walker**
Vice President of Equity, Diversity, and Inclusion | Creighton University

Facing the Future: Employee Responses to Technology-Related Job Insecurity - (Session ID 1233)







12:30 PM – 1:50 PM | Location: 401/402

TECHNOLOGY

Authors: Shultz, E. P. (Co-Chair), Gödöllei, A. F. (Co-Chair), & Behrend, T. S. (Discussant). (2025). Facing the future: Employee responses to technology-related job insecurity [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Lindgren, R. J., Probst, T., & Choi, M. (2025). Promise vs. peril: How technology adoption and job insecurity shape tech attitudes and creativity. Shultz, E. P., & Gödöllei, A. F. (2025). Lighting a fire: The impact of job insecurity on preparations for automation. Crandell, H. A., & Shoss, M. K. (2025). New threats, old fears: The effects of STARA job insecurity. Bazzoli, A., Roli, L. C., Watson, G. P., & De Witte, H. (2025). Jobs, occupations, and careers on the line: How tech-related insecurities breed ethnocentrism.

As technological advancements increasingly displace human workers, it is imperative to understand how the mounting fear of job loss will affect our workforce. This symposium features research presentations on employees' attitudinal, emotional, and behavioral responses to technology-related job insecurity. Authors will discuss the dual nature of workers' responses, the adaptive function of job insecurity for driving preparation, and the ramifications of technology-induced scarcity on ethnocentrism. Session concludes by discussing individual, organizational, and societal implications.

Speakers

- **Andrea Bazzoli**
Assistant Professor | Baruch College & CUNY Graduate Center
- **Tara Behrend**
Michigan State University
- **Hannah Crandell**
PhD Student | University of Central Florida
- **Anna Godollei**
Assistant Professor | Baruch College & The Graduate Center, City University of New York
- **Emma Shultz**
- **Rebecca Lindgren**
Teaching Assistant/ Instructor, Department of Psychology | Washington State University Vancouver

Invited: COI - Leading Resilience in Cybersecurity + Extreme VUCA Industries - (Session ID 1683)



2:00 PM – 2:50 PM | Location: 702/704/706

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Shore, D. B., & Allen, M. T. (2025). Community of Interest: Leading Resilience in Cybersecurity + Extreme VUCA Industries. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Although many industries and work environments have some VUCA (volatile, uncertain, complex, ambiguous) characteristics, there is a subset that scores very high on all 4. Using cybersecurity as an exemplary case study for this subset, this Community of Interest session invites attendees to discuss the role of I-O researchers and practitioners in supporting leaders with building resilience for employees and organizations in such extreme VUCA settings. Additionally, attendees will consider how increases societal demands, technology, and the complexity of work may impact this work.

Speakers

- **Matt Allen**
Director of Operations and Research Services | National Counterterrorism Innovation, Technology, and Education Center
- **Daniel Shore**
Strategies for Effective Teamwork, LLC

Getting Real About AI At Work: A Focus on Real Challenges and Practical Solutions - (Session ID 1361)

2:00 PM – 2:50 PM | Location: 503/504

TECHNOLOGY

Authors: Burlacu, G., Brajkovich, L., Krauss, A., & Shao, Y. (2025). Getting real about AI at work: A focus on real challenges and practical solutions (an alternative session). Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Generative AI's hype cycle continues. But with the benefit of over a year of its use in organizations, I-Os can now level set on what they know about generative AI's impact at work so far. This panel will bring together researchers and practitioners to surface key findings and challenges that remain, and engage the audience in a crowdsourcing exercise to come up with practical solutions to these challenges.

Speakers



Leo Brajkovich

Experience Management Strategy Director | Qualtrics



Gabriela (Gabby) Burlacu

Senior Research Manager | Upwork Research Institute



Autumn Krauss

Chief Scientist, Growth & Insights | SAP SuccessFactors



Yiduo Shao

Assistant Professor | University of Iowa

Invited: EB - Members Leading the Way to SIOP's Future - (Session ID 1696)

2:00 PM – 2:50 PM | Location: 407

INCLUSION/DIVERSITY

This specially curated session will provide insights to leadership pathways within SIOP. Current and past SIOP presidents, Executive Board members, and committee leaders will share their varied journeys to and as volunteer leaders in our Society. Attendees will also learn about current leadership requirements and have an opportunity to seek guidance from these engaging, impactful leaders.

Speakers



Jose Cortina

Virginia Commonwealth University



Alexis Fink

Vice President, People Analytics and Workforce Strategy | Meta



Michelle Goro

Membership and Volunteer Development Manager | Society for Industrial and Organizational Psychology (SIOP)



Songqi Liu

Professor | Georgia State University



Steven Toaddy



Liberty Munson

Director of Psychometrics | Microsoft

Navigating the Early Stages: Practical Advice for I-O Psychology Professionals - (Session ID 1248)

2:00 PM – 2:50 PM | Location: 506

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: Ferguson, L. J. W., Green, D. K., W., Neale, C. A., Travis, J. A., Valone, A. L. Y., Wilgus, S. J. (2025). Navigating the Early Stages: Practical Advice for I-O Psychology Professionals [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session provides practical guidance for interns and early career professionals in I-O psychology. Panelists will offer insights into how to navigate the transition from academia to the working world, focusing on key skills like communication, adaptability, and delivering real-world impact. Attendees will gain actionable strategies for thriving in their first roles and beyond, with time for Q&A to address specific challenges. The session will bridge academic preparation and workplace realities, highlighting the practical application of I-O psychology skills in different organizational settings.

Speakers



Demetrius K. Green

Sr. People Analytics Data Lead | American Eagle



Catherine Neale, PhD

Senior Consultant, Organization Transformation | Deloitte



Justin Travis

Associate Professor of Psychology | University of South Carolina Upstate



Dr. Sam J. Wilgus

Manager of People Research & Insights | Salesforce

From Elite to Accessible: Scaling Senior Leadership Development With a Personal Touch - (Session ID 643)

2:00 PM – 2:50 PM | Location: 605

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: Parr, A. (Co-Chair), Chick, A. (Co-Chair), Fernandez, J., Hernandez, C., Golay, L., Jayne, B., & McNeal, K. Title. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session brings together experienced I-O practitioners to discuss the unique approaches and strategies to overcome the challenge of creating a personalized experience for large scale senior leadership development programs. The panelists will address specific questions about the design of their programs, how they keep participants engaged, and balancing scale with individualization. Following this discussion, audience members will be invited to ask their own questions of the panelists.

Speakers



Alexis Chick

Talogy



John Fernandez

Global Lead, Learn, Enterprise Functions | Johnson & Johnson



Leslie Golay

Head of Talent Practices | NIKE, Inc.



Christine Hernandez



Bradley Jayne

Senior Manager, Global Talent Management CoE | PepsiCo



Kyle McNeal



Alissa Parr

Director, Talent Solutions | Talogy

Burned Out and Overburdened, Now What? A Continued Discussion With Healthcare Leaders - (Session ID 818)


2:00 PM – 2:50 PM | Location: 601


COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE


Authors: Bell, E. A., (Co-Chair), Washam, M. B., (Co-Chair), Shuffler, M. L., (Co-Chair). (2025) Burned Out & Overburdened, Now What? A Discussion With Healthcare Leaders & Scholars. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


This panel brings together academics and healthcare leaders to discuss key burdens in healthcare, such as staffing shortages, technological overload, and emotional stress, all contributing to burnout and turnover. Panelists will provide practical recommendations for managing burnout, strategies for integrating technology, and insights for researchers studying these issues. The session aims to foster interdisciplinary collaboration, providing attendees with actionable advice to improve healthcare systems and reduce staff burnout.


Speakers

- 

Marissa Shuffler
Associate Professor of Industrial/Organizational Psychology | Clemson University
- 

Dana Verhoeven
Assistant Professor | University of Nebraska Medical Center
- 

Madison Washam
Graduate Research Assistant | Clemson University
- 

Riley McCallus
Visiting Assistant Professor | Furman University
- 

Thomas Britt
Professor | Clemson University

The Role of I-O Psychologists in Enriching the Future of Neurodiversity Research - (Session ID 1591)


2:00 PM – 2:50 PM | Location: 405/406


INCLUSION/DIVERSITY


Authors: Volpone, S. D. (Co-Chair), Sevilla, M. (Co-Chair), Matthews, R. A., Nittrouer, C. L., Vogas, T., Wayne, J. H., Wessel, J. L. (2025). The role of I-O psychologists in enriching the future of neurodiversity research [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


A panel of experts will provide insight into the current state of research on neurodiversity through a work–life enrichment perspective. Panelists will discuss their personal journeys with neurodiversity through their own diagnoses or as the parent/sibling of someone who is neurodivergent. Each panelist will connect how these personal experiences in their nonwork lives enriched their work lives (i.e., research, teaching). The audience will gain insight into how each panelist has bridged work and nonwork spheres to inform the future of neurodiversity research.


Speakers


- 


Russell Matthews
University of Alabama
- 

Christine Nittrouer
Assistant Professor | Texas Tech University
- 

Marionne Sevilla
Ph.D. Student | University of Colorado, Boulder
- 

Tim Vogus
Brownlee O. Currey, Jr., Professor of Management | Vanderbilt University Owen Graduate
- 

Sabrina Volpone
- 

Julie Holliday Wayne
Professor; David C. Darnell Presidential Chair of Principled Leadership | Wake Forest University
- 

Jennifer Wessel
Associate Professor | University of Maryland, College Park

Beyond Onboarding and Exit: Novel Lifecycle Listening for Actionable Insights - (Session ID 1305)


2:00 PM – 2:50 PM | Location: 603


JOB ATTITUDES/ENGAGEMENT


Authors: Mullins, M. W. (Chair), Sabet, J. T., Siver, S., & O'Brien, M. (2025). Beyond Onboarding and Exit: Innovative Always-On Lifecycle Listening Turns Insights into Action [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


As companies compete in today's talent-driven market, understanding and acting on employee experiences at critical talent moments are key to boosting retention and performance. From mergers and acquisitions and stay interviews to promotions and return from leave, an expanded definition of lifecycle listening provides an opportunity to enhance the employee experience. This panel discussion will explore innovative ways organizations are using lifecycle listening technology—or how they hope to leverage it—to improve their understanding of the employee experience and enable business priorities.

Speakers

- 

Michelle Mullins
Senior Consultant | Perceptyx, Inc.
- 

Meghan O'Brien
Global Head of Workplace Sentiment | S&P Global
- 

Jason Sabet
Sr. Solutions Consultant | Perceptyx
- 

Sydney Siver
Sr People Analytics Program Manager | Cengage Group

The Paradox of Being Humble but Standing Out: Ambiguities of Humble Leadership - (Session ID 557)


2:00 PM – 2:50 PM | Location: 302/303

LEADERSHIP


Authors: McDuffie, J. W. (Co-Chair), Hustoft, Z. J. (Co-Chair), Horton, J. (Co-Chair), Jacobi, S., Lloyd, J. E., Lusk, D., & Maliakkal, N. T. (2025). The paradox of being humble but standing out: Ambiguities of humble leadership [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Humble leadership drives positive outcomes like performance and innovation, yet high potentials with humility often struggle to stand out and are overlooked for leadership positions. This panel will explore how different organizations balance and recognize humility in leadership, addressing challenges of leaders who are too high or low on humility. They will also discuss how they develop humility in leaders and the outcomes of those leadership development efforts on teams and organizations.


Speakers

- 

John Horton
Practice Manager - ICN | Hogan Assessment Systems
- 

Zayna Hustoft
PhD Candidate | Data Science Intern | IU Indianapolis | Hogan Assessments
- 

Simone Jacobi
Director Talent Assessment | McKinsey & Company
- 

Derek Lusk
AIIR Consulting
- 

Nadine Maliakkal
Talent Analytics Consultant | Hogan Assessment Systems
- 

Kevin Mitchell
MIT Lincoln Laboratory

Working Past Gut Instinct: Effective Measurement of Culture Alignment - (Session ID 840)


2:00 PM – 2:50 PM | Location: 607


JOB ATTITUDES/ENGAGEMENT


Authors: Liss, H.R., Lang, D., Hunter, D., & Howard, A.R. (2025). Working past gut instinct: Effectively measuring culture alignment in people practices [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

It is widely agreed upon that organizational culture matters. Measuring for culture, however, is at best believed to be a strategy to increase employee engagement, retention, and the bottom-line, and at worst, a vehicle for the similar-to-me bias. What has historically been measured by gut instinct is now being quantified via culture assessments. Topics will include the importance of and challenges associated with measuring for culture alignment, where culture alignment assessments fit in people processes, culture as a predictor of performance, and areas of future research.

Speakers

- 

Angela Howard
Founder and CEO | Call for Culture
- 

Dejannae Lang
Director of Federal Strategy & Lead Consultant | Carter Development Group
- 

Hannah Liss
Senior People Scientist | Culture Amp

Energizing Board Self-Evaluations With Team Effectiveness and Assessment Practices - (Session ID 1304)


2:00 PM – 2:50 PM | Location: 403/404


STRATEGIC HR/UTILITY/CHANGING ROLE OF HR


Authors: Sullivan, M., Linnabery, E., Ackerman, J., Fernandes, G., Mann, K. & Savage, C. (2024). Applying team effectiveness and assessment practices to boards [Panel Discussion]. Society for Industrial Organizational Psychology Annual Conference, Denver CO, United States.


Hear insights on assessment and development from the I-O experts working with boards to fulfill their SOX mandates. The board self-evaluation process often lies with the accountants and auditors of the board and places little emphasis on team dynamics and team effectiveness. Hear about what really happens inside the boardroom “black box” and what orgs need to do today to drive board effectiveness.


Speakers


- 

Jacki Ackerman
Senior Partner | Vantage Leadership Consulting
- 

Gregory Fernandes
Partner | Modern Executive Solutions
- 

Eileen Linnabery
Partner | Vantage Leadership Consulting
- 

Kristin Mann
Managing Director | Raines International
- 

Catherine Savage
- 

Mary Sullivan
Vantage Leadership Consulting

Science Leaders on Promises and Pitfalls of GenAI: Chasing Unicorns, Avoiding Trolls - (Session ID 1022)


2:00 PM – 2:50 PM | Location: 501/502


TESTING/ASSESSMENT


Authors: Steffensmeier, J. H. (Chair), Boyce, C. E., Koenig, N., Martin, N. Science Leaders on Promises & Pitfalls of GenAI: Chasing Unicorns, Avoiding Trolls. [Panel Discussion]. (2025). Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


GenAI models have changed the way the world interacts with technology and each other. Talent acquisition and innovation science leaders from large, multinational organizations share advice and recommendations to navigate the promises and pitfalls of GenAI. Panelists discuss hype versus reality, challenges associated with different uses of AI in talent acquisition, balancing fast experimentation with science rigor, and influencing executive decision makers. To go big, organizations need to first learn, understand constraints and capabilities, and be flexible in their approach.

Speakers

- 

Christine Boyce
SVP, Global Innovation | Right Management ManpowerGroup
- 

Nick Koenig
Director, Global Selection and Assessment | Walmart
- 

Nicholas Martin
Meta
- 

Jay Steffensmeier
Steffensmeier Talent Consulting LLC | Career break // Principal Consultant

Science Speaks: The Art of Scientific Communication for Nonscientific Audiences - (Session ID 807)

2:00 PM – 2:50 PM | Location: 201







TEACHING I-O PSYCHOLOGY/STUDENT AFFILIATE ISSUES/PROFESSIONAL DEVELOPMENT

Authors: *Springle, M. (Co-Chair), *Maindizde, H. T. (Co-Chair), Kozlowski, S. W. J., Hambley Lovett, L., Reynolds, D., & Braun, M. T.

(2025). Science Speaks: The Art of Scientific Communication for Non-Scientific Audiences. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. *Denotes equal author contribution.

This session will engage prominent I-O psychology academics and practitioners in understanding effective scientific communication practices across different platforms. Panelists will discuss how to effectively convey insights to diverse audiences, focusing on skills that are crucial for graduate students, academics, and practitioners. There will be an emphasis on practical strategies and personal experiences regarding the development and refinement of scientific communication skills, the utility of unique research translation methods, and addressing myths regarding scientific communication.

Speakers

- **Dr. Michael T. Braun**
Associate Professor of Management | DePaul University
- **Steve Kozlowski**
World Class Scholar & Distinguished University Professor | University of South Florida
- **Henri Maindidze**
I/O PhD Student Researcher and Teaching Assistant | Portland State University
- **Douglas Reynolds**
Executive Vice President | DDI | Development Dimensions International
- **Madeline Springle**
University of Calgary
- **Laura Hambley Lovett**
Drlaura.live, University of Calgary

A Practitioner’s Guide to Launching and Managing Hiring Assessments at Scale - (Session ID 297)







2:00 PM – 2:50 PM | Location: 304

TESTING/ASSESSMENT

Authors: Seely, P., Anderson, E., Mundell, J., Patton, C., Iliach, S., & Kantrowitz, T. (2025). A practitioner’s guide to launching and managing hiring assessments at scale [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Hiring assessments have become ubiquitous across industries as effective tools for evaluating candidates on essential competencies. I-O practitioners are well versed in psychometric and evidence-based validation practices but are often confronted with resistance or operational hurdles when launching and maintaining assessments at scale. This session will bring together internal and external assessment experts from leading multinational technology organizations to discuss best practices for maximizing hiring assessment adoption and program effectiveness.

Speakers

- **Elise Anderson**
University of Minnesota
- **Shoshana Iliach**
Head of Hiring Programs | Google
- **Tracy Kantrowitz**
Chief Professional Services and Product Officer | PDRI by Pearson
- **Jimmy Mundell**
People Analytics Partner | Netflix
- **Chris Patton**
People Analytics Manager | Meta
- **Peter Seely**
Senior Program Manager | Google

Bridging the Scientist–Practitioner Gap: The Role of I-O Psychology in Corporate Training and Development - (Session ID 618)






2:00 PM – 2:50 PM | Location: 507

TESTING/ASSESSMENT

Authors: DuVernet, A.M. (Chair), Bienkowski, S., David, J., Schelpper, S., Stark, R., & Surface, E.A. (2025, April) Bridging the scientist-practitioner gap in corporate learning and development [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Despite a significant number of I-O practitioners working in corporate training and development, the topic remains underrepresented at SIOP conferences, with only 10 training sessions in 2024 (SIOP, 2024). At the same time, L&D budgets are projected to reach \$403.2 billion globally (Training Industry, in press), highlighting the need for evidence-based practices to ensure that investment drives business impact. This panel features 6 I-O practitioners who will share strategies for cross-functional collaboration, career growth, and applying research to real-world challenges in corporate L&D.

Speakers

- **Sarah Bienkowski**
Senior Program Manager, Manager and Leadership Development | Red Hat
- **Jose David**
Global Head, R&D Learning and Development | Johnson & Johnson
- **Amy DuVernet**
Director of Training & Development | Training Industry, Inc.
- **Rebecca Stark**
Senior Manager Talent Development | ASME (The American Society of Mechanical Engineers)
- **Dr. Eric Surface**
Founder | CEO | Principal I/O Psychologist | ALPS Insights

Poster Sessions: Counterproductive Behavior/Workplace Deviance and Occupational Health/Safety/Stress and Strain/Aging

2:00 PM – 2:50 PM | Location: Mile High Ballroom

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

POSTER SESSIONS

Quiet Quitting and AI: A Resource-Based Perspective on Workplace Dynamics - (Session ID 166)

2:00 PM – 2:50 PM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 20

Authors: Yu, L., Zhu, X., & Ren, H. (2025). Quiet Quitting in AI Era: A Conservation of Resources View on Workplace Dynamics & Strategies. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This paper examines the relationship between artificial intelligence (AI) and quiet quitting (QQ) in workplaces using conservation of resources (COR) theory. Authors analyze AI's effects on work-family conflict (WFC) and both intrinsic and extrinsic motivation, exploring their combined influence on QQ. The model highlights AI's impact on QQ through these mechanisms, and strategies such as AI training, employee empowerment, and supportive environments are proposed to mitigate AI-induced QQ, offering insights into enhancing motivation and engagement in the context of technological change.

Speaker



Lu Yu
Assistant Professor | Missouri State University

A Cross-Lagged Analysis of Job Search and Employee Turnover Intentions - (Session ID 197)

2:00 PM – 2:50 PM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 21

Authors: Nutter, K. K. & Prasad, J. J. (2024). A Cross-Lagged Analysis of Job Search and Employee Turnover Intentions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Traditionally, job search behaviors are a predictor of turnover intentions (Mobley, 1977). However, Hom's (2011) model reverse orders these variables, which informs a potential reciprocal relationship between constructs. Authors collected data from an online sample of employed adults. A cross-lagged panel model analysis revealed that job search behaviors and turnover intentions relate reciprocally over time. The study demonstrates that the unidirectional relationship may fail to acknowledge the dynamic relationship between job search behaviors and turnover intentions.

Speaker



Keesa Nutter
Graduate Teaching Assistant | Colorado State University

Antecedents and Outcomes of Seeker-Stayer Profile Changes - (Session ID 231)

2:00 PM – 2:50 PM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 23

Authors: Moon, Y., Allen, D. G., Vaziri, H., & O'Brien, K. E. (2025). Antecedents and Outcomes of Seeker-Stayer Profile Changes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Consistent with proximal withdrawal states theory, latent transition analysis across 12 months shows profile changes among distinct employee withdrawal states (N = 326). Withdrawal states tend to be stable, but there were some transitions among seekers and stayers. Moreover, higher hindrance stressors were more likely to increase withdrawal-associated transitions, whereas feedback and inclusive leader behavior can motivate people to stay. Additionally, profiles show distinct turnover patterns, such that script-driven seekers show faster quitting than embedded stayers.

Speaker



Young-Kook Moon
Assistant Professor | Radford University

Mental Health Resources: Reducing the Withdrawal of Employees With Mental Illness - (Session ID 524)

2:00 PM – 2:50 PM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 27

Authors: Thomas, S.R. (202f). Mental Health Resources: Reducing the Withdrawal of Employees with Mental Illness [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

In 2023, 75% of U.S. employees reported symptoms of mental illness, which is linked to increased withdrawal behaviors. This study explores how mental health resources can reduce these behaviors, using the job demands-resources (JD-R) model as a framework. Through semistructured interviews with HR professionals, author examines the role of mental health resources in helping employees cope. Findings provide insight into how these resources support employees with mental illness and reduce costly withdrawal behaviors in organizations.

Speaker



Sophia Thomas
PhD Student | Texas Tech University

Quiet Quitting: A Conceptualization, Scale Development, and Validation - (Session ID 761)

2:00 PM – 2:50 PM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 30

Authors: Barrett, J. R., Himmler, J. R., & Tresidder, A. H. (2025). Quiet Quitting: A Conceptualization, Scale Development, and Validation [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Using popular press and academic literature to inform a definition of this emergent phenomena, a multidimensional scale to assess quiet quitting was developed and validated. The measure exhibited sound psychometric properties including substantive and convergent validity, fit, and reliability. Thus, authors propose a multidimensional scale of quiet quitting with 2 distinct factors: limitation of (a) time and (b) effort, above and beyond formal job requirements and compensation.

Speaker



Julia Barrett
Auburn University

Fit to Stay: The Impact of Person–Group Fit on Transfer Intentions in College Sports - (Session ID 838)

2:00 PM – 2:50 PM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 32

Authors: Johnson, M. E., Wentworth, A. N., Schlag, S., Rosopa, P., Traylor, A. M., & Shuffler, M. L. (2024). Fit to Stay: The Impact of Person-Group Fit on Transfer Intentions in College Sports [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Recent NCAA policy changes have led to increased concern about retention in college sports. Using longitudinal data collected with real teams over the course of a season, authors examined complementary and supplementary person–group (P–G) fit as antecedents of college student-athletes' transfer intentions. Supplementary P–G fit, but not complementary P–G fit, significantly influenced transfer intentions. This relationship was partially mediated by affective commitment. Theoretical and practical implications for sport and nonsport organizations are discussed.

Speaker



Marlee Elizabeth Johnson
PhD Student | Clemson University

Withdrawal and Personality: A Meta-Analytic Review - (Session ID 967)

2:00 PM – 2:50 PM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 34

Authors: Hazboun, M. & Ones, D. S. (2025). Withdrawal and Personality: A Meta-Analytic Review. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors meta-analytically examined the relations of general withdrawal with personality variables across 35 studies. Four of the Big 5 traits had relatively strong relations with withdrawal (C: $r = -.30$, N: $r = .29$, A: $r = -.25$, & O: $r = -.17$). In addition, negative affect, trait anger, and social desirability had strong relations with withdrawal ($r = .29$, $r = .25$, & $r = -.27$, respectively). Finally, extraversion and contextualized self-efficacy had near negligible relations with withdrawal ($r = -.06$ for both).

Speaker



Michael Hazboun
Graduate Student | University of Minnesota- Twin Cities

Turnover's Tourniquet: How Can Healthcare Leaders Embed and Retain Workers? - (Session ID 1291)

2:00 PM – 2:50 PM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 8

Authors: Chakrabarti, A., Bowerman, J., & Bisbey, T. (2025). Turnover's tourniquet: How can healthcare leaders embed and retain workers? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Leaders in healthcare continue to face unprecedented levels of staff turnover and shortages amid industry volatility brought by the COVID-19 pandemic. Through an interdisciplinary systematic review of 233 studies on job embeddedness, authors summarize the research in an integrated framework, then translate key findings into recommendations to aid healthcare leaders in retaining their workforce. They also highlight gaps and several avenues for future research to continue work in this important area.

Speaker



Anjishnu Chakrabarti
Doctoral Student | The George Washington University

Understanding Quiet Quitting Among Restaurant Employees - (Session ID 1384)

2:00 PM – 2:50 PM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 9

Authors: Witkowski, C., Bishop, L., & Rauvola, R. S. (2025). Understanding Quiet Quitting Among Restaurant Employees [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines "quiet quitting," where employees disengage at work, often because of poor management behaviors, including leader incivility (LI) and poor behavioral integrity (BI). Two studies examined the relationship between these variables and absenteeism, CWBs, turnover intention (TI), and organizational commitment (OC). Results indicated as LI increased, so did CWB and TI. As BI increased TI and CWB decreased, and OC increased. Front-of-house employees and restaurant type moderated these relationships, offering insight into ways to enhance management and inhibit quiet quitting.

Speaker



Casey Witkowski
Graduate Assistant | NCITE

Intentions to Quit and Disengagement From Knowledge Sharing via Polynomial Regression - (Session ID 1395)

2:00 PM – 2:50 PM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 10

Authors: Huynh, T., Currie, R. A. (2025). Intentions to quit and disengagement from knowledge sharing via polynomial regression [Poster]. Submitted to the Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines how employee turnover intentions, both self and perceived coworker intentions, impact disengagement from knowledge sharing (DKS). Through the lens of social exchange theory and employing polynomial regression analysis, results show that when there is congruence between self and perceived coworker turnover intentions, as these turnover intentions increase (or decrease) so does DKS. Incongruence between self and perceived coworker turnover intentions also affects DKS, though contrary to expectations.

Speakers



Richard Currie
Assistant Professor | Boston University



Tristan Thinh Huynh
Boston University

Turnover Intention: Intention to Stay Versus Intention to Leave - (Session ID 1427)

2:00 PM – 2:50 PM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 11

Authors: Tangeman, A., Steele-Johnson, D., Bommareddy, S., & Schwanz, R. (2025). Turnover Intention: Intention to Stay versus Intention to Leave [Poster]. Society for Industrial and Organizational Annual Conference, Denver, Chicago IL, United States.

High levels of turnover can have significant impacts on business owners and organizations. Turnover intention has emerged as key predictor of turnover behavior. Recent research reveals differential relationships for antecedents with intention to leave versus intention to stay. These findings suggest that intention to leave and intention to stay might be different but related constructs. Authors used conservation of resource theory to attempt to explain potential differences between intention to leave versus intention to stay and their antecedents.

Speaker



Andrew Tangeman

Student Teacher, Data Analyst | Wright State University

Considering Sustainability in a Frontline Workforce With High Turnover - (Session ID 1548)

2:00 PM – 2:50 PM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 15

Authors: Voss, MW. Considering Sustainability in a Frontline Workforce with High Turnover

Background: The peer support workforce has become an established aspect of behavioral healthcare, yet sustainability issues due to wage and entry-level stagnation lacking advancement paths have been an ongoing concern for worker well-being and retention.

Conclusions: Practical administrative steps to support sustainability include stigma-reducing workplace policies, trainings, career laddering with increased responsibility, sustainable wage and benefit packages consistent with career laddering, and reinforcing consensus around defined roles and competencies of peer support.

Turnover Intentions of Electrical Apprentices in an Austrian Sample - (Session ID 1571)

2:00 PM – 2:50 PM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 16

Authors: Schuster, F., Stone, A., & Thapa, S. (2024). Turnover Intentions of Electrical Apprentices in an Austrian Sample [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines turnover intentions among electrical apprentices in a large Austrian company, addressing a gap in apprenticeship retention research. Using Smyth and Zimba's (2019) framework, the survey focuses on 6 work factors: practical education quality, supervisor support, postapprenticeship pay, career opportunities, challenging tasks, and recognition. Findings show the top factors for retention are recognition and interesting work tasks.

Speaker



Felix Schuster

Graduate Student / Graduate Assistant | University of Tulsa

Shaping an EVP to Enhance Attraction and Retention: A Case From the Retail Industry - (Session ID 1652)

2:00 PM – 2:50 PM

COUNTERPRODUCTIVE BEHAVIOR/WORKPLACE DEVIANCE POSTER SESSIONS

Poster Board # 19

Authors: Green, A. (2024). Shaping an EVP to Enhance Attraction and Retention: A Case from the Retail Industry [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study highlights what retail workers value at different phases of their careers so that employers can create and shape employee value propositions that better attract, engage, and motivate employees to combat the industry's exceptionally high turnover rates. Current retail workers rated the importance of job attributes' influence on recent job decisions and made simulated decisions about joining jobs. Using multinomial logistic regression and conjoint analysis, a comprehensive model of multiple job characteristics was found to predict joining, staying, and quitting a retail job.

Speaker



Alyssa Green

Senior Consultant | Lotis Blue Consulting (formerly Axiom Consulting Partners)

Nonstandard Work Schedules: A Review of Organization-Level Research - (Session ID 210)

2:00 PM – 2:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 22

Authors: Agolli, A. & Kim, D. (2025). Nonstandard Work Schedules: A Review of Organization-Level Research [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Recently, nonstandard work arrangements, such as flexible schedules and compressed workweeks, have gained increasing attention from scholars and practitioners in response to the changing needs of the business and labor markets. Although research has examined the implications of nonstandard work arrangements for individual-level outcomes, it is unclear whether such outcomes translate into organizational-level outcomes. This paper reviews existing research on nonstandard work schedules conducted at the organizational level and discusses directions for future research.

Speakers



Anastasiia Agolli

PhD Candidate | Temple University



Dayoung Kim

Ph.D. Student | Auburn university

All the Lonely People: An Integrated Review and Research Agenda - (Session ID 298)

2:00 PM – 2:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 24

Authors: McCarthy, J. M., Erdogan, B., Bauer, T. N., Kudret, S., & Campion, E. D. All the lonely people: An integrated review and research agenda [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

A systematic review uncovered 197 articles (220 studies) that focus on loneliness in working adults. Authors reviewed the antecedents and outcomes of loneliness for these studies. Findings are useful to understanding why and how loneliness and work matter and highlighting important information useful for interventions to ameliorate loneliness.

Speakers



Talya Bauer
Cameron Professor of Management | Portland State University



Julie McCarthy
Professor, OBHR | University of Toronto

Boss Behaviors: Uncovering how Supervisors Signal the Importance of Work and Nonwork - (Session ID 328)

2:00 PM – 2:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 25

Authors: Liou, G., Dennerlein, T., & Tay, L. (2025). Boss Behaviors: Uncovering how Supervisors Signal the Importance of Work and Non-Work [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Supervisors play a key role in subordinate outcomes. The field has focused on perceptions and supervisor-helping behaviors, yet supervisors exhibit many behaviors that are unrelated to their role as a supervisor. Authors examined behaviors that signal a supervisor's value placed on the work part of their own life and placed on their own life outside of work. It was found that the majority of behaviors generated by participants were unrelated to the supervisor's role as a supervisor, and surprising responses were found that showcase how supervisors' seemingly irrelevant behaviors can impact subordinates.

Speaker



Gloria Liou
Ph.D. Student | Purdue University

What About My Parents? Flexible Work Arrangements, Flexibility Stigma, and Eldercare - (Session ID 446)

2:00 PM – 2:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 26

Authors: Veres, M.S., Wathen, K., Lamb, N.Z., Washington, K., Liebowitz, S., Thomas, C.L. (2025). What about my parents?: Flexible work arrangements, flexibility stigma, and eldercare [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

To ease the burden of balancing caregiving for aging family members and work responsibilities, employers may allow their employees to use flextime, take time off, telecommute, or other accommodations. Known as flexible work arrangements (FWAs), these accommodations are essential for caregivers, yet little research has been done on FWAs for eldercare. This study qualitatively investigates employees' experiences with FWAs in caring for older adults, with a specific focus on experiences of flexibility stigma for using FWAs.

Speaker



Madison Veres
PhD Student | Saint Louis University

Family Demands and Resources and Work–Family Balance: The Role of Goal Attainment - (Session ID 553)

2:00 PM – 2:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 28

Authors: Qaqish, A., Rousseau, J., Zacher, H., & Rudolph, C.W. (2024). Family demands and resources and work-family balance: The role of goal attainment [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO United States.

Based on a recently advanced action regulation model of work–family balance, authors test work and family goal attainment as mediators of the effect of family demands and resources on work–family balance satisfaction and effectiveness. Using a 10-wave longitudinal study and a representative sample of $n = 1,206$ German employees, and applying time-lagged mixed effects models, evidence to suggest opposing (i.e., positive and negative) dual pathways between family resources and demands on work–family balance through goal attainment in both the work and family domains is found.

Speaker



Amani Qaqish
Graduate Teaching Assistant | Wayne State University

From Desk to Dinner Table: Workload Impacts Family Incivility via Ego Depletion - (Session ID 673)

2:00 PM – 2:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 29

Authors: Chheda, K., Gardner, D., Prasad, J., Trzebiatowski, T., & Henle, C. (2025). From desk to dinner table: Workload impacts family incivility via ego depletion [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study applies the work-home resource (W-HR) model and ego depletion theory to investigate how employee workload affects family incivility through resource loss. Mediation SEM from a time-lagged data collection demonstrate that depletion of resources significantly mediates the relationship between workload and instigated family incivility. This research not only expands the literature on FI—particularly in Western cultures—but also highlights the need for organizations to proactively manage workload to mitigate its negative spillover into family life.

Speaker



Kinjal Chheda
PhD Student; Data Science Intern | Colorado State University

All Relative? The Impact of Absolute and Relative Invisible Load on Work Outcomes - (Session ID 836)

2:00 PM – 2:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 31

Authors: Facticeau, K. O., Wayne, J., Mills, M. J., Wang, Y., Matthews, R., & Whitman, M. V. (2024). All relative? The impact of absolute and relative invisible load on work outcomes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

In addition to the physical domestic labor (e.g., cooking) involved in managing a family, scholars have shed light on types of invisible family labor. This research explores how each facet of invisible family labor (i.e., cognitive, managerial, and emotional) exhibits unique relationships with well-being, family, and work outcomes. Authors then compare how relative load, or how much one does in comparison to their spouse, may be more important for outcomes such as relationship satisfaction. Mediating mechanisms of work–family enrichment and work–family conflict are tested.

Speaker



Katherine Facticeau
University of Georgia

Crossover of Work–Family Enrichment in Coworking Couples - (Session ID 902)

2:00 PM – 2:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 33

Authors: Briggs, E., Diaz, M., Theisen, D., Billeaud, M., Washington, K., Webster, I., & Thomas, C. (2025). Crossover of Work-Family Enrichment in Coworking Couples. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Coworking couples are a type of work-linked romantic couple who share a residence, work from the same organization, and have knowledge of their partner's tasks and responsibilities. Due to the unique work–family experiences coworking presents, authors tested a positive spillover-crossover model using the actor–partner independence model on n = 104 dyads. Results suggest that coworking couples benefit from positive spillover, as interrole enrichment (work-to-family and family-to-work), and the results supported both domain matched crossover and cross directional crossover for this enrichment.

Speaker



Diego Theisen
Saint Louis University

Leader Workaholism and Subordinates' Work Withdrawal: A Moral Licensing Perspective - (Session ID 1024)

2:00 PM – 2:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 3

Authors: He, Y., Pak, S., Lee, S., & Kramer, A. (2025). Leader Workaholism and Subordinates' Work Withdrawal: A Moral Licensing Perspective [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors propose that subordinates who work with leaders high in workaholism are more likely to experience high after-hours ICT demands. Based on moral licensing theory, they argue that such ICT demands would give subordinates a sense of psychological entitlement, which in turn would allow subordinates to engage in work withdrawal during formal work hours. They further hypothesize that these effects would be stronger for subordinates with high family identity salience. Two studies were conducted to test the proposed theoretical model, and the proposed serial mediation relationship was supported.

Speaker



Yaqing He
University of Oklahoma

How Gender and Relative Income Impact Work–Family Conflict and Career Success - (Session ID 1089)

2:00 PM – 2:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 4

Authors: Zhen, D., Lu, H., Sheng, Z., & Tang, N. (2024). Earning more but getting less: How and When Gender and Relative Income in Marriages Influence Work-Family Conflict and Career Success [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The increasing participation of women in the workforce has led to significant achievements. In some cases, wives even surpass their husbands. However, do women with higher relative incomes face challenges in family and career domains that their male counterparts do not? Analyzing data from one nationally representative Chinese sample and one globally representative sample, it is found that women, compared to men, experience greater work–family conflict and lower career success when their relative income is higher. Notably, this relationship is not moderated by gender egalitarianism culture.

Speaker



Danlei Zhen
Shanghai Jiao Tong University

Family Supportive Supervisor Behaviors: Is Helping You Helping or Hurting Me? - (Session ID 1158)

2:00 PM – 2:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 35

Authors: Howard, G. J., Melendez, L., Khan, I., Sarmiento, J. T. P., & Agars, M. D. (2024). Family supportive supervisor behaviors: Is helping you helping or hurting me? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines positive and negative consequences for supervisors who engage in family supportive supervisor behaviors (FSSB) for their subordinates. Authors propose that self-concern and other-orientation moderate the relationships between FSSBs and both job satisfaction and emotional exhaustion. Some support is found that self-concern moderates these relationships but only for a positive experience for supervisors.

Speaker



Gino Howard
Assistant Professor | California State University-San Bernardino

Experiences of Work Meaningfulness Through the Lens of Work–Family Identity - (Session ID 1162)

2:00 PM – 2:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 36

Authors: Steiner, R., Mendez, K., Sarmiento, J. T. P., Howard, G. J., & Agars, M. D. (2024) Experiences of work meaningfulness through the lens of work-family identity [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The purpose of this study was to investigate work–family identity and its role in experiences of work meaningfulness. Specifically, authors utilized a cross-sectional survey design to examine the moderating effects of boundary management and FSSB in determining the relationship between identity and experiences of work meaningfulness. Mixed results for the hypotheses were found. Implications and limitations are discussed.

Speaker



Gino Howard
Assistant Professor | California State University-San Bernardino

Children Brighten My Day: A Qualitative Study of Working Parents' Family Motivation - (Session ID 1176)

2:00 PM – 2:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 5

Authors: Li, M. & Qin, G. (2024). Children Brighten My Day: A Qualitative Study of Working Parents' Family Motivation [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Working parents are often labeled as not meeting the ideal worker standard. In a qualitative study interviewing 40 working parents, authors build a key theoretical insight about the role of family motivation in engaging employees in their work. Compared with the previous conflict perspective, they find that anticipated after-work parental involvement of working parents facilitates their work absorption through autonomously activating their family motivation. Findings contribute to existing literature and provide new implications for workers and organizations.

Speaker



Guihang Qin
Hong Kong Baptist University

Navigating Disparity and Ambivalence: Social Comparisons in Dual-Career Couples - (Session ID 1218)

2:00 PM – 2:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 6

Authors: Ameen, A., Rheinhardt, A., & Wittman, S. (2025). Navigating disparity and ambivalence: Social comparisons in dual-career couples [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study investigates how trailing spouses in dual-career couples navigate disparity-evoking experiences. Taking an inductive, longitudinal approach, authors analyzed 175 interviews from 56 trailing partners across 4 points in time. Findings reveal 2 types of disparity—career-related and experience—which prompt ambivalent emotions. To manage these feelings, individuals engage in personal (e.g., self-development activities), relational (e.g., framing their partner's success as shared), and situational (e.g., redirecting focus to unrelated circumstances) responses.

Speaker



Sarah Wittman
Assistant Professor of Industrial-Organizational Psychology (by courtesy) | George Mason University - College of Humanities an...

Work Flexibility and Work–Nonwork Facilitation Among Outsourced Indian Employees - (Session ID 1273)

2:00 PM – 2:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 7

Authors: Yelkur, R., Hyde, S., Englert, J., & Chen, D. (2024). Work Flexibility and Work-Nonwork Facilitation among Outsourced Indian Employees (Poster). Society for Industrial and Organizational Psychology Annual Conference. Denver, CO, United States.

This qualitative study examines boundary flexibility in 3 Indian business process outsourcing (BPO) companies. In the context of high power distance culture in India, authors investigated employee perceptions of organizational boundary flexibility and turnover intentions. The study suggests work–nonwork facilitation is a strong retention factor and that power distance lessens the effect of boundary flexibility on work–nonwork facilitation. Authors expand boundary theory scholarship and offer retention suggestions for Indian BPOs.

Speaker



Shelia Hyde
Assistant Professor | Texas Woman's University

Household Responsibilities, Work–Family Conflict, and Overload: The Role of Gender - (Session ID 1473)

2:00 PM – 2:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 1

Authors: Salgado, R., Mendez, K., Myers, K., Obadeyi, O., Howard, G., & Agars, M. (2025). Household responsibilities, work-family conflict, and overload: The role of gender [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Despite the link between household responsibilities, work–family conflict, and role overload, few studies have considered the impact of gender roles. Authors examine these relationships and consider gender role perceptions. Results from a study of working parents (n = 414) show that household responsibilities relate to work–family conflict and role overload, and that gender role salience but not flexibility matters as well. Results add to the literature considering gender-role beliefs within work–family research and support couple-level coping strategies for parents in dual-earner relationships.

Speaker



Mark Agars
Director, Institute for Child Development and Family Relations | California State University, San Bernardino

Work–Life Integration and Engagement: The Role of Nonwork Identification - (Session ID 1519)

2:00 PM – 2:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 12

Authors: Bayat, E. (2025, April). Work-Life Integration and Engagement: The Role of Non-Work Identification Poster Presentation. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study explored how work–life integration, nonwork role identification, and present mindedness affect work engagement among 253 full-time employees. Results showed that higher work–life integration and stronger nonwork role identification were linked to lower engagement, whereas greater present mindedness boosted engagement. This suggests that blurred boundaries may reduce engagement, whereas mindfulness enhances it. Limitations include self-reported data and cross-sectional design; future research should use longitudinal methods.

Speaker



Erfan Bayat

Unpacking the Recovery Paradox: When Job Demands Undermine Recovery Experiences - (Session ID 1536)

2:00 PM – 2:50 PM

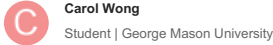
OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 13

Authors: Wong, C., M. Zhu, Z., & Kuykendall, L. (2024). Unpacking the Recovery Paradox: When Job Demands Undermine Recovery Experiences [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Despite the need for recovery when faced with job demands, research suggests that employees are less likely to recover under such circumstances, which is described as the recovery paradox. The study aims to clarify the mediating mechanisms through which job demands impair recovery after work. Authors found partial support for the negative relationships between job demands and recovery experiences. There was support for the indirect effects of emotional and overload demands on psychological detachment via negative affect. Yet, the same effects did not extend to relaxation and control experience.

Speaker



Carol Wong
Student | George Mason University

Variability In Workaholism Matters: The Effects on Detachment and Family Behaviors - (Session ID 1544)

2:00 PM – 2:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 14

Authors: Schirle, G., Riccardi, C., Peng, Y., Su, S., Xu, X., Zhang, W., Gyamfi, J. Variability in workaholism matters: The effects on detachment and family behaviors. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO.

Authors examined within-person variation of workaholism, its effects on family interactions, and the role of between-person variability in workaholism. Using a weekly diary design, they found that workaholism variability significantly moderated the relationship between changes in workaholism and psychological detachment. The indirect effect of workaholism on family performance via psychological detachment was negative for high variability and positive for low variability. This study enhances understanding of workaholism as dynamic and implicates ways organizations can mitigate its impacts.

Speaker



Gracie Schirle
PhD Student and Research Assistant | The George Washington University

Who Cares About Caregiving? The Role of Employee Gender and Parental Status. - (Session ID 1581)

2:00 PM – 2:50 PM

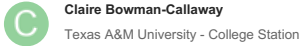
OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 17

Authors: Bowman-Callaway, C. E., Midgette, A. & Payne, S. C. (2025). Who cares about caregiving? The role of employee gender and parental status [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

One way that organizations attempt to alleviate work–nonwork conflict is through family-friendly policies. This study of 722 US-based employees explores the extent to which gender and parental status relate to various caregiving-related constructs and found that women viewed caregiving as more important and reported higher levels of support for resources dedicated to caregiving and care-related careers than men. In 2 vignettes, women also reported being more likely to take unpaid parental leave and encourage careers that facilitate caregiving.

Speaker



Claire Bowman-Callaway
Texas A&M University - College Station

Burnout Balancing Act: Examining Fit Versus Misfit in Expected and Actual Hours Worked - (Session ID 1607)

2:00 PM – 2:50 PM

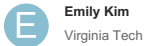
OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 18

Authors: Kim, E. & Cho, Y., Calderwood, C., Breaux, R. (2024). Burnout Balancing Act: Examining Fit vs. Misfit in Expected and Actual Hours Worked [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examined relationships between expected work hours (EHW), actual work hours (AHW), and burnout among 93 university faculty members using multilevel polynomial regression with response surface analysis. Contrary to hypotheses, results revealed no significant relationship between work hours and burnout at either daily or overall levels. Results challenge previous assumptions about the influence of work hours on burnout and highlight the need for further research into other factors that may contribute to burnout.

Speaker



Emily Kim
Virginia Tech

FSSB, Policy Utilization, and Work–Family Conflict Among Fathers - (Session ID 1623)

2:00 PM – 2:50 PM

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING POSTER SESSIONS

Poster Board # 2

Authors: Ohanian, T., Nunez, H., Melendez, L., Howard, G., & Agars, M.D. (2025). FSSB, policy utilization, and work-family conflict among fathers [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Research on fathers' work-family conflict has been minimal compared to mothers. However, the view of fatherhood and fathers' involvement with their families has changed dramatically over the years. This study examined the roles of family-supportive supervisor behaviors and organizational policy utilization on fathers' work-family conflict and mental health. It was found that for fathers (n = 311) family-supportive supervisor behavior was related to less work-family conflict, as mediated by policy utilization. Gender role beliefs moderated the relationship.

Speaker



Mark Agars

Director, Institute for Child Development and Family Relations | California State University, San Bernardino

The Processes, Contexts, and Features That Produce and Enhance Mentorship's Effects - (Session ID 631)

2:00 PM – 2:50 PM | Location: 205

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: Waiwood, A.M. (Chair) (2025). The Processes, Contexts, and Features that Produce and Enhance Mentorship's Effects. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Waiwood, A.M., & Allen, T.D. (2025). The role of parental identification in workplace mentorship among new parents. Caballero, M.A. & Finkelstein, L.M. (2024). Mentoring as a buffer between imposter phenomenon and burnout? Kraiger, K., Lezcano, A.M., Allen, T.D., Acosta, D.A. (2025). The effects of mentor support on trust in mentor and protégé outcomes. Robertson, M. M., Miller, C., Mohedano-Jurado, M., Richard, T., Zhang, F., He, Y., & Woo, S. E. (2025). A systematic review of mentor training.

As literature on workplace mentoring has advanced, I-Os have more definitive evidence of its small-to-moderate positive effects on protégé outcomes and great variability across contexts. New directions in research help to clarify on the processes underlying delivery of successful outcomes and the characteristics of the mentoring relationship and environment enhancing its efficacy. Authors bring together 4 studies, ranging in approach and focus, to suggest practical applications for improvement of workplace mentoring and areas of future research inquiry.

Speakers



Melissa caballero

Graduate Assistant | Northern Illinois University



Kurt Kraiger

Professor of w | University of Memphis



Melissa Robertson

Assistant Professor | University of Georgia



Aashna Waiwood

Lead Research Scientist | United States Department of Defense

Advancing the Study of Workplace Social Support - (Session ID 393)

2:00 PM – 2:50 PM | Location: 203

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Pichler, S. (2025). Advancing the Study of Workplace Social Support. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Workplace Social Support

Speakers



Shalene Allen

Assistant Professor | Kansas State University



Jenna Bowker

Doctoral Student | University of South Florida



Brian Burgess

Post-Doctoral Research Fellow | Colorado State University



Michael Ford

University of Alabama



Shaun Pichler

Professor | California State University, Fullerton

Ready, Set, Assess: Can Game-Based Assessment Revolutionize Personnel Selection? - (Session ID 206)

2:00 PM – 2:50 PM | Location: 703

TECHNOLOGY

Authors: Ohlms, M. L. (Chair) (2025). Ready, set, assess: Can game-based assessment revolutionize personnel selection [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, Co, United States. Naryniecki, T. (2025). The impact of age, gender, and gaming experience on game-based assessment results: Findings from a large-scale analysis of field data. Melchers, K. G. & Meyer, B. (2025). Does stereotype threat contribute to gender-related differences in computer-based simulation games? Simmons, P. P., Zhao, X., Yu, K., Seybert, J., & Xiong, Y. (2025). Game-based practice tests: Lowering pre-assessment anxiety for game-based evaluations. Rasheed, S., Phillips, J., Robie, C., Morris, M. (2025). Evaluating the validity of a GBA pre-hire assessment for warehouse workers.

As game-based assessments (GBAs) receive increasing attention in research and practice due to their assumed advantages over their traditional counterparts, it is crucial to accelerate research into whether the postulated benefits of GBAs actually hold true. This symposium presents a collection of research that directly examines the potential benefits and drawbacks of game-based measures across multiple constructs (e.g., cognitive and social skills). In particular, emerging issues unique to these measures will be addressed to further inform research and practice.

Speakers



Klaus Melchers

Professor for Work and Organizational Psychology | Ulm University



Tobiasz Naryniecki

PhD Student | University of Warsaw, Faculty of Psychology



Marie Ohlms

Postdoctoral Researcher | Albert-Ludwigs-Universität Freiburg



Sabah Rasheed

Wilfrid Laurier University



Philip Simmons

Manager, People Science | Roblox

Family and Maternity Leave: Challenges, Resources, and the Role of Leave Culture - (Session ID 1159)





2:00 PM – 2:50 PM | Location: 207

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Abrahams, L. (Chair) (2025). Family and maternity leave: Challenges, resources, and the role of leave culture [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Guerrero, P., Arena Jr., D. F., Krivacek, S., Hancock, J. I., & Landay, K. (2025). Maternity leave: Balancing pregnancy, postpartum, and work experiences. Abrahams, L., & Hofmans, J. (2025). Sleep, work-family conflict and negative emotions after maternity leave. Nolan, K. P., Motro, D., Pittarello, A., Shahani-Denning, C., & Lenaghan, J. A. (2025). Leaves & leadership: How FMLA qualifying absences affect followership decisions. Keim, A. C., Lamont, J. M., & Sanders, A. M. F. (2025). The effect of family leave culture and satisfaction on organizational outcomes.

Although family leave usage is increasing, challenges persist in taking time off for family needs. This symposium focuses on 2 key aspects: First, it addresses challenges and resources before and during leave and after returning to work following leave. Second, it demonstrates how fostering a supportive culture around family leave is linked to favorable organizational outcomes and positively influences leadership perceptions. The symposium includes a wide range of methodologies, such as qualitative research, quantitative research, quasi-experimental designs, and experience sampling methodology.

Speakers

- **Loes Abrahams**
Assistant Professor | Tilburg University
- **Patricia Guerrero**
- **Courtney Keim**
Associate Professor | Bellarmine University
- **Kevin Nolan**
Associate Professor of Industrial-Organizational Psychology | Hofstra University

Transformative Work Design: Synthesis and New Directions

2:00 PM – 2:50 PM | Location: 301

BOOK TALK

Speakers

- **Emily Campion**
Assistant Professor of Management & Entrepreneurship | University of Iowa
- **Michael Campion**
Professor of Management | Purdue University
- **Gudela Grote**
ETH Zürich, Switzerland
- **Sandra Ohly**
Professor | Business Psychology, University of Kassel
- **Ulrike Fasbender**
Full Professor | Universität Hohenheim
- **Laura Venz**
Professorin | Leuphana Universität Lüneburg

Invited: COI - Thriving as a Person of Color at Work: Practical Strategies for Resilience and Growth - (Session ID 1690)

3:00 PM – 3:50 PM | Location: 702/704/706

INCLUSION/DIVERSITY

Authors: Williams, M. S., & Nelson, J (2025). *Thriving as a Person of Color at Work – Practical Strategies for Resilience & Growth* [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Navigating the workplace as a person of color presents unique challenges, especially for students and early-career practitioners. This interactive hands-in session provides practical strategies and tools to help participants overcome obstacles, leverage AI, and build resilience in professional settings. Authors will explore effective ways to build visibility, handle bias, and create meaningful networks, ensuring attendees leave with actionable insights for success in the workplace.

Speakers

- **Juliette (Dr. Nelson) Nelson**
CEO & Principal Coach/Consultant | JUNURI
- **Reggie Romain**
Talent Research Associate Manager | Accenture
- **Dr. Myia S. Williams**

Transforming Data Into Insights: Practical Visualization and Storytelling - (Session ID 753)






3:00 PM – 3:50 PM | Location: 407

MEASUREMENT/STATISTICAL TECHNIQUES

Authors: Travis, J. A. (Chair), Green, D. K., W., Neale, C. A., Valone, A. L. Y., Wilgus, S. J. (2025). Transforming Data into Insights: Practical Visualization and Storytelling [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session will explore leading practices for using data analytics and visualization in I-O psychology. Panelists will share strategies for balancing data quality and client expectations under tight deadlines, showcasing how automation and templization can help streamline workflows. Attendees will see demonstrations of tools such as R, Python, and dashboarding tools with practical examples of code and visualization techniques. This hands-on session will equip participants with strategies to enhance data workflows and deliver impactful insights.

Speakers

- **Demetrius K. Green**
Sr. People Analytics Data Lead | American Eagle
- **Catherine Neale, PhD**
Senior Consultant, Organization Transformation | Deloitte
- **Justin Travis**
Associate Professor of Psychology | University of South Carolina Upstate
- **Amanda Valone**
Senior Research Scientist | PDRI by Pearson
- **Dr. Sam J. Wilgus**
Manager of People Research & Insights | Salesforce

Research Incubator: How Does Nature Exposure Impact the Worker Experience? - (Session ID 635)





3:00 PM – 3:50 PM | Location: 203

OCCUPATIONAL HEALTH/SAFETY/STRESS & STRAIN/AGING

Authors: Sinclair, R. R. (Chair) (Submitted). Research Incubator: How does nature exposure impact the worker experience [Alternate Session Type]. 40th Annual Conference of the Society for Industrial and Organizational Psychology, Denver, CO.

Research in many disciplines highlights the potential health benefits of exposure to nature. Likewise, a small but growing body of I-O psychology research has documented nature exposure benefits for occupational health. In this incubator, authors briefly share results from 5 research teams who offer new theorizing and empirical evidence about the benefits of nature exposure for the employee experience. Following these brief presentations, attendees will form discussion groups to generate new ideas and perspectives for future I-O research and practice in this area.

Speakers

- **Cristina Banks**
Director, Interdisciplinary Center for Healthy Workplaces, University of California, Berkeley | University of California, Berkeley
- **Rebecca Brossoit**
Assistant Professor | Rice University
- **Meredith Pool**
Ph.D. Student | Clemson University
- **Ian Siderits**
PhD Candidate, ABD | North Carolina State University
- **Bob Sinclair**
Professor of Industrial-Organizational Psychology | Clemson University

Recruiting Research and Analytics: Tales From the Field - (Session ID 577)







3:00 PM – 3:50 PM | Location: 607

TESTING/ASSESSMENT

Authors: Besl, A., (Co-Chair), Depenbusch, M., Johnson, L., Patton, C., Purl, J., & Simonet D. (Co-Chair) (2025). Recruiting Research and Analytics: Tales from the Field [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO United States.

The goals of the session are to (a) share insightful applied research conducted across the recruiting and analytics space and (b) highlight different ways recruiting-focused research teams are structured and approach work within organizations, with special emphasis on contributions outside of traditional interview and assessment development areas. Each presenter will share a research endeavor that informed new directions for recruiting or selection practices within their organizations and will also describe their teams, the projects they take on, and how they use their research to drive action.

Speakers

- **Allison Besl**
Sr. Research Scientist | Amazon
- **Morgan Depenbusch**
Analyst | Google
- **Chris Patton**
People Analytics Manager | Meta
- **Justin Purl**
Head of People Analytics | Zscaler
- **Dan Simonet**
Sr. Research Scientist | Global Hiring Science | Amazon
- **Ms. Laura N. Johnson**
Senior Research Scientist - Global Hiring Science | Amazon

Invited: Awards - Building a Scientist–Practitioner Career by Cascio Award Winner Allan Church - (Session ID 1703)

3:00 PM – 3:50 PM | Location: 703

STRATEGIC HR/UTILITY/CHANGING ROLE OF HR

Authors: Church, A., (2025). Invited: Building a Scientist-Practitioner Career by Cascio Award Winner Allan Church [Alternative Presentation]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session features the winner of the 2024 Cascio Scientist-Practitioner Award, Dr. Allan Church. Allan's work has had significant and long-term impact on PepsiCo and other organizations, as well as advancing the science of leadership assessment and development. The audience will have an opportunity for questions and discussion.

Speaker

- **Allan Church**
Co-Founder and Managing Partner | Maestro Consulting LLC

Solo I-O: How Lone I-Os Move the Needle in Organizations and Their Careers - (Session ID 1253)






3:00 PM – 3:50 PM | Location: 403/404

TEACHING I-O PSYCHOLOGY/STUDENT AFFILIATE ISSUES/PROFESSIONAL DEVELOPMENT

Authors: Islam, S. (Chair), Haber, L. (Panelist) Hu, X. (Panelist), Guttadauria, J. (Panelist), MacCary, C. (Panelist), Chetta, M.H. (Panelist), Mallardi, A. (Panelist)

I-O psychology practitioners are often the only one with an I-O background within their organization aka Lone I-Os. Many I-Os in this situation struggle to communicate their value and place within the organization. This interactive alternative session offers insights from Lone I-Os in a variety of industries. Participants will meet I-Os who have worked as the only I-O in their organization and derive insights from their experiences.

Speakers

- **Michael Chetta**
Senior Principal Consultant & Managing Partner | Talent Metrics Consulting
- **Jason Guttadauria Ph.D.**
Assistant Vice President | Genpact
- **Lauren Haber**
Human Resources Associate | Avionica, LLC
- **Xinyu (Judy) Hu**
HR Data Analytics, Talent Management | Northern Trust
- **Sy Islam**
VP of Consulting | Talent Metrics Consulting



Caitlin MacCary

Sr Mgr, HR | Charter Communications



Anthony Mallardi

HR Project Specialist | The UPS Store

Leading From the Frontline: Navigating Complexities - (Session ID 390)

3:00 PM – 3:50 PM | Location: 603

TESTING/ASSESSMENT

Authors: Wicke, D., Bupp, C., Vantrease, E., Wallace, L., Moye, M., & Wittorp, D. (2025). Leading from the frontline: Navigating complexities [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Frontline leaders are tasked with balancing the needs of senior leadership with the wants of their direct reports. They are accountable for the key performance metrics of an organization, yet their employee experience is often not commensurate with the criticality of their role. In this [IGNITE] session, presenters across 5 companies in manufacturing, technology, retail, and automotive will share methods to uncover and address challenges faced by frontline leaders. Time will be held at the end for interactive audience Q&A.

Speakers



Christa Bupp

Consulting Manager | Talogy



Melinda Moye

Head of Early-in-Career & Professional Organizations | John Deere



Emily Vantrease

Advanced Talent Management Specialist | Volkswagen Group of America, Chattanooga Operations



Lauren Wallace

Researcher, Performance Management Design | Google



Danielle Wicke

People Scientist | Owens Corning



Danielle Wittorp

People Science Leader | Owens Corning

Invisible Disabilities: What You Don't See Does Cost You - (Session ID 379)

3:00 PM – 3:50 PM | Location: 501/502

JOB ATTITUDES/ENGAGEMENT

Authors: Hicksted, J. & Busija, K. (2025). Invisible disabilities: What you don't see does cost you [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Invisible disabilities play a crucial role in long-term success by affecting team performance and business outcomes. This intermediate to advanced session explores research insights, challenges employees face, and associated direct and indirect costs. Additionally, creating environments to comfortably disclose and strategies for building an inclusive culture. Gain practical, research-backed insights to effectively address the financial, compliance, and cultural impacts of invisible disabilities, with a focus on implementing sophisticated solutions that align with organizational goals.

Speakers



Kristy Busija

Next Conversation Consulting



Jessica Hicksted

Researcher / Advocate/ WIDE Founder | ND Visionary Partners

Career GPS: Who Owns the Map? Employer and Employee Roles in Career Development - (Session ID 664)

3:00 PM – 3:50 PM | Location: 205

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: Dulac, G. R. (Chair), Gorbатов, S., Lin, L. Robinson, W., & Sandell, K. J. (2025). Career GPS: Who Owns the Map? Employer and Employee Roles in Career Development [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Career development is a continuous process involving the growth and progression of individuals within their professional lives. However, changes to the workplace environment, workforce composition, and work itself require additional considerations to set employees up for success and help them navigate their careers in the face of challenges stemming from their broader organizational and external environments. Four career development specialists will discuss some leading practices and pitfalls for career development and ways to drive value for organizations and employees.

Speakers



Gerard Dulac

Senior Consultant | Deloitte Consulting



Sergey Gorbатов

Adjunct Professor | IE Business School



Lilly Lin

Executive Director | Russell Reynolds Associates



Kyle Sandell

Senior People Insights Consultant | BetterUp

Coaching in Context: Enabling Leadership Success Through Coaching - (Session ID 885)

3:00 PM – 3:50 PM | Location: 605

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT

Authors: Parr, A. D. (Co-Chair), Chick, A. (Co-Chair), Cozma, I., Flowers, D., Glatzhofer, P., Lanier, J., Olson, H. Coaching in Context: Enabling Leadership Success through Coaching [Panel Discussion Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session brings together seasoned executive coaches to share their challenges, experiences, and learnings from engaging in coaching relationships. Each coach will address a specific topic that is relevant to the coaching discipline and explain how they enable leadership success. Topics include the application of neuroscience, coaching technical leaders, coaching through rapid change, complexity leadership theory in coaching, and helping leaders define their leadership identity. Following this discussion, they will discuss additional trends and the direction of the field.

Speakers



Alexis Chick

Talogy



Irina Cozma

Coach | Speaker | Trainer | Consultant | Irina Cozma Consulting



Dan Flowers

Engagement Manager | Contemporary Leadership Advisors



Paul Glatzhofer

Group VP, Americas | Talogy



Jaclyn Lanier, Ph.D.

Lanier Leadership



Holly Olson

Discovery Talent Strategies



Alissa Parr

Director, Talent Solutions | Talogy

Invited: Alliance: Leadership, Global Instability, and Trust - (Session ID 1674)

3:00 PM – 3:50 PM | Location: 701

GLOBAL/INTERNATIONAL/CROSS-CULTURAL ISSUES

Authors: Shea, D. (Chair), Haas, J.B. (Chair), Fulmer, A., Buckley, F., Pangallo, A. & Pavese, E. (2025). Alliance: Leading organizations in a time of global instability: A focus on trust [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Over recent years, the world has become increasingly unstable and unpredictable (e.g., war, climate change, pandemics, AI, politics). This global instability has also resulted in changes for organizations and the workplace. Organizational leaders have held the responsibility for navigating these changes, supporting managers and employees, and ensuring the viability of their organizations. Trust (in a leader, in the organization) is a key factor required to successfully lead during these times. In this session, a panel of experts across research and the world of work will discuss these issues.

Speakers



Finian Buckley

Professor of Work & Organizational Psychology | Dublin City University Business School



Julia B. Haas

Head of Talent Assessment | Carl Vinson Institute of Government, University of Georgia



Dr. Antonio Pangallo

Principal Psychologist & Global Employee Experience Advisor | Qualtrics



Liz Pavese

Principal Business Psychologist | Workday



Deirdre O'Shea

Kemmy Business School, University of Limerick

Beyond the Age Divide: Addressing Ageism Across the Career Spectrum - (Session ID 559)

3:00 PM – 3:50 PM | Location: 401/402

INCLUSION/DIVERSITY

Authors: Coughlin, C. R. (Chair), Rhyne, R. L., Mufahi, Z. A., Nadler, J., & Timko, B. (2025) Beyond the Age Divide: Addressing Ageism Across the Career Spectrum [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Ageism affects everyone yet is often overlooked in DEI programs, laws, and research. This panel highlights these gaps and discusses implications for I-O psychologists. The panel will explore ageism's impact across the age spectrum, including younger workers lacking legal protections. Topics include challenges in addressing ageism, strategies for age-inclusive workplaces, and I-O psychologists' role in advocacy. Diverse perspectives from academia, law, and practice will foster discussion on combating ageism and promoting intergenerational collaboration.

Speakers



Chris Coughlin

Manager, Assessment Content Design & Development | DDI | Development Dimensions International



Ziyad Mufahi

Project Manager, Employee Listening | NIKE



Joel Nadler

Co-Founder and Adjunct Faculty | AOA Consultants and University of Indiana



Rosey Rhyne

Sr. Research Manager | DDI | Development Dimensions International



Kinjal Chheda

PhD Student; Data Science Intern | Colorado State University

Turning Employee Feedback Into Action: Know What to Listen For—and How to Respond - (Session ID 1337)

3:00 PM – 3:50 PM | Location: 601

JOB ATTITUDES/ENGAGEMENT

Authors: Burris, E.B. (Co-Chair and Panelist), Thomas, B.J (Co-Chair), Groves, A. (Panelist), Hayter, N.B.K (Panelist), Oki, T. (Panelist), Oliver, K. (Panelist), Sodhi, K. (Panelist) (2025). Turning Employee Feedback into Action: Know what to listen for—and how to respond [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This session will present guidance on meeting the challenges faced by companies seeking to translate the potential of employee voice data into the impact of action. Panelists will discuss 3–5 common challenges in turning employee feedback into action along with examples and advice for meeting those challenges.

Speakers



Ethan Burris

Professor Of Management | University of Texas at Austin



Abbie Groves

Director, People Analytics & Insights | Target



Mr. Tunji Oki

Senior Manager, Talent Analytics | Netflix



Kalifa Oliver

Global Director, EX Analytics Strategy | Ford Motor Company



Ketaki Sodhi
Microsoft



Benjamin Thomas
UT Austin

No Worker Left Behind: Ethical Considerations for Research Among Vulnerable Workers - (Session ID 525)

3:00 PM – 3:50 PM | Location: 304

MEASUREMENT/STATISTICAL TECHNIQUES

Authors: Crandell, H. A. (Co-Chair), Shoss, M. K. (Co-Chair), Bergman, M. E., Johnson, L. U., Restubog, S. L. D., Saxena, M., & Smith, N. A. (2024). No Worker Left Behind: Ethical considerations for conducting research among vulnerable workers [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The aim of this panel is to engage a discussion with the panelists and audience on best practices for conducting research among vulnerable workers. Questions will center on ethical considerations including building trust, minimizing harm, protecting participant privacy, the role of technology, and dissemination of findings. Panelists will provide real life examples of conducting research with various vulnerable populations throughout the discussion.

Speakers



Mindy Bergman
Texas A&M University



Hannah Crandell
PhD Student | University of Central Florida



Lars Johnson
Assistant Professor | University of Texas at Arlington



Simon Restubog
Interim Dean | University of Illinois at Urbana-Champaign School of Labor and Employment Relations



Mindy Shoss

Transforming Tomorrow: AI's Role in the Evolution of I-O Psychology - (Session ID 498)

3:00 PM – 3:50 PM | Location: 506

TECHNOLOGY

Authors: Justenhoven, R. (Chair), Boyce, A., Oswald, F., Rutherford, K., Schäpers, P., & Waber, B. (2025). Transforming Tomorrow: AI's Role in the Evolution of I-O Psychology [Panel]. Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Denver, CO, United States.

This panel will explore the evolving role of AI in I-O psychology, focusing on practical applications, ethics, and strategic integration within organizations. Leading experts will share examples and actionable insights to inform students and professionals. Participants will learn about AI's challenges, opportunities, and legal pitfalls, along with strategies for effective implementation. Interactive elements will address audience concerns, offering a comprehensive view of AI's future impact on I-O psychology.

Speakers



Anthony Boyce
Principal Research Scientist | Amazon



Richard Justenhoven
Chief Measurement Strategist | Welliba



Fred Oswald
Professor | Rice University



Kevin Rutherford
VP, Professional Services - North America | Welliba



Philipp Schäpers
University of Münster



Ben Waber
Senior Visiting Scientist | MIT and Ritsumeikan University

Emerging Technologies in the Future of Work: Which Industries Are We Neglecting? - (Session ID 889)

3:00 PM – 3:50 PM | Location: 207

TECHNOLOGY

Authors: Moran, L. H. (Co-Chair), Dang, L., (Co-Chair), Houston, S. (Co-Chair), Brummel, B. J., Payne, S. C., Rineer, J. R., and Wiese, C. W. (2024). Emerging technologies in the future of work: Which industries are we neglecting? [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Emerging technologies such as artificial intelligence and virtual reality have the potential to transform the nature of work. Although existing research has explored their impact broadly, it often overlooks industries that these technologies could revolutionize in unexpected ways. Specifically, this panel session will consider how the oil and gas industry, law, mental healthcare, and law enforcement offer novel applications for human–technology partnerships. The hope is that this discussion inspires both research and practice to consider how other underexplored industries can leverage these technologies.

Speakers



Bradley Brummel
Professor of Psychology | University of Houston



Layla Dang
Postdoctoral Research Associate | Michigan State University



Lauren Moran
I-O PhD Student | Georgia Institute of Technology



Stephanie Payne
Professor | Texas A&M University



Jennifer Rineer
Director, Workforce Wellbeing and Effectiveness Program, Center for Public Safety and Resilience | RTI International



Chris Wiese
Assistant Professor | Georgia Institute of Technology

Building a Learning Culture: Strategies and Successes - (Session ID 772)


3:00 PM – 3:50 PM | Location: 507


TESTING/ASSESSMENT


Authors: Moughan, C. (Chair), Fernandez, J., David, J., DuVernet, A., Allen, J., Goettsche, M. (2025). Building a Learning Culture: Strategies and Successes [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.


In the rapidly changing business landscape, fostering a strong learning culture is essential for competitive advantage and employee engagement. This panel discussion will explore effective strategies and best practices from industry leaders aimed at embedding a learning culture within organizations. Panelists will share their strategies for strengthening learning culture through initiatives like Global Learning Days and aligning learning objectives with business goals, as well as discussing roadblocks to enhancing organizational learning culture.


Speakers

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Josh Allen
Group Director, Frontline Learning | Walmart
- 

Jose David
Global Head, R&D Learning and Development | Johnson & Johnson
- 

Amy DuVernet
Director of Training & Development | Training Industry, Inc.
- 

John Fernandez
Global Lead, Learn, Enterprise Functions | Johnson & Johnson
- 

Michelle Goettsche
Senior Director, L&OD Strategy | Vital Farms

Poster Sessions: Careers/Mentoring/Socialization/Onboarding/Retirement and Technology

3:00 PM – 3:50 PM | Location: Mile High Ballroom

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Hubristic Pride Versus Gratitude: Attributions in Employees' Reactions to Leader Humor - (Session ID 182)

3:00 PM – 3:50 PM


CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 17

Authors: Qi, Y., & Lin, X. Hubristic Pride vs. Gratitude: Attributions in Employees' Reactions to Leader Humor. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, Colorado, United States

Utilizing attribution theory and the framework of discrete positive emotions at work, authors examine how employees' emotional and behavioral reactions to leader humor differ based on their attributions. Results from 2 studies reveal that when employees make self-related attribution of leader humor, it is positively associated with employee hubristic pride, which subsequently reduces OCBs. Conversely, when employees make leader-related attribution of leader humor, it is positively associated with employee gratitude, which subsequently enhances OCBs.

Speaker

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Yan Qi
University of Science and Technology of China

Exploring Leader Aptitude–Treatment Interaction Effects on Creativity - (Session ID 243)

3:00 PM – 3:50 PM

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 19

Authors: Nandi, S. & Watts, L. L. (2025). Exploring Leader Aptitude-Treatment Interaction Effects on Creativity [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Drawing from the CIP leader framework, authors examined if there was an aptitude–treatment interaction (compensatory versus preferential) effect between charismatic and pragmatic leadership training and a natural charismatic versus pragmatic leader style on creativity. Undergraduates (n = 243) completed leadership training and a creativity task. Stronger evidence was found for a compensatory interaction effect. Charismatic leaders benefitted more from pragmatic leadership training, improving solution quality and elegance.

Speaker

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Sampoorna Nandi
Senior Researcher, PELICAN Lab | The University of Texas at Arlington

Capturing the Complexities of Leadership Coaching: A Test of AI-Assisted Evaluation - (Session ID 255)

3:00 PM – 3:50 PM

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 20

Authors: McCoy, K., Landolt, T., Welsh, E., & DeStefano, C. (2025). Capturing the complexities of leadership coaching: A test of AI-assisted evaluation [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Coaching can be a highly effective method of leadership development, but evaluating its impact has traditionally been a difficult task. Evaluators often find participant reflections most insightful for understanding how and why coaching works well for leaders. To better understand the process and impact of coaching provided as part of leadership development programs, authors engaged OpenAI's GPT-4 model and a group of human coders in identifying and tagging themes to 1,500 participant comments from program evaluations. In this session, they share methods, lessons learned, and results.

Speaker

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Katelyn McCoy
Senior Research Scientist | Center for Creative Leadership

Why Lead? Toward a Taxonomy of Motives for Pursuing Leadership Roles - (Session ID 272)

3:00 PM – 3:50 PM


CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 36

Authors: Nguyen, V. C. T. & Craig, S. B. (2025) Why lead? Toward a taxonomy of motives for pursuing leadership roles. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors found that the motivational constructs studied by previous research on leadership career motivation can be summarized by 8 factors: worry about failure, leadership self-efficacy, motive to serve, motive for achievement, worry about spillover, motive for status, interest in work, and motive for integrity. The factors were related to leadership career behaviors and leader effectiveness over and above gender, personality, and experience. The factors' relative contributions to variance in leadership career behaviors differed from their contributions to variance in leader effectiveness.

Speaker

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Vanessa Nguyen
Research Scientist | HumRRO

The Role of Enriched Work Design and Motivation to Lead in Formal Leader Emergence - (Session ID 310)

3:00 PM – 3:50 PM

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 21

Authors: Camgoz, E. I., Klonek, F., & Parker, S. K. (2025). The role of enriched work design and motivation in formal leader emergence [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Using 2 longitudinal datasets, authors investigated whether there is a relationship between enriched work design and formal leader emergence, and whether this relationship is moderated by affective/identity motivation to lead (AIMTL). Results showed that enriched work design predicts employees' formal leader emergence 2 years later. Also, employees who were high on AIMTL were more likely to emerge as leaders because of enriched work design compared to those who were low on AIMTL.

Speaker



Ilker Camgöz

PhD Candidate | Centre for Transformative Work Design, Future of Work Institute, Curtin University

The Role of Gender in the Relationship Between Leader Claiming and Follower Granting. - (Session ID 402)

3:00 PM – 3:50 PM

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 23

Authors: Broucher, H., Saef, R. (2024). Leader Identity Development: The Role of Gender in the Relationship between Leader Claiming and Follower Granting. [Poster Session]. Society for Industrial and Organizational Psychology Annual Conference, Denver, C.O., United States.

This research identifies weaker leader identity as a reason for higher turnover rates of women in leadership. Authors examine how leader identity development varies by gender. Leader identity forms through a reciprocal exchange of leader claims and follower recognition, and disruptions in this process weaken leader identity. Over 10 days, they collected real-world data on leader claims and follower grants. Results showed that gender moderated follower responses, with the link between leader claims and grants being weaker for women leaders than men.

Speaker



Rachel Saef

Assistant Professor | Northern Illinois University

Feminization of Leadership Effectiveness in Achieving Executive Leadership - (Session ID 596)

3:00 PM – 3:50 PM

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 26

Authors: Chandler-Ochoa, J. L. & Levin, M. M. (2024). Exploring the feminization of leadership effectiveness as a factor to help women achieve executive leadership positions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Executive female leaders remain underrepresented at only 4.6% in Fortune 500 companies, despite benefits like improved economic growth and decision-making quality. Studies reveal that gender biases, lack of support, and cultural barriers impede women's advancement. However, a shift toward valuing communal leadership traits traditionally associated with women indicates a potential "feminization" of leadership. Authors explored nonprofit female executive leaders' perceptions of how this feminization may influence leadership appointments, aiming to address gender disparities in executive roles.

Speaker



Madia Levin

Professor, JFK School of Psychology & Social Sciences | National University

Transforming the C-Suite: Assessing Development and ROI in Executive Coaching - (Session ID 774)

3:00 PM – 3:50 PM

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 29

Authors: Walton, H.R. and McClimon, M. (2025). Transforming the C-Suite: Assessing Development and ROI in Executive Coaching [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines the impact of executive coaching on critical areas of leadership development by analyzing data at 2 points in time. Using a paired-sample model, a 1-tailed Wilcoxon signed-rank test ($p < .05$), effect sizes, and mean differences were applied across 27 ROI variables and a 9 construct executive competency model. Statistically significant changes were found in 24 ROI variables and 5 executive competencies, demonstrating meaningful development over time in key leadership areas.

Speaker



Hayley Walton

Organizational Development Consultant | Transcend

Factors Driving High Potential Employee Career Growth - (Session ID 931)

3:00 PM – 3:50 PM

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 33

Authors: Thibodeau, Ryan., Patel, Kajal. R., Lewis, Robert. E., & Lee, Deborah. (2025). Factors driving high potential employee career growth [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

A sample of high performers who participated in an organizationally significant assessment and development experience were tracked to determine their career growth pre- and postexperience. Results indicated that associates identified as high potentials experienced greater career growth rates than their non-high potential counterparts, and that the level of performance demonstrated in the assessment experience also considerably impacted career growth rates.

Speaker



Kajal Patel

Manager - TM | PepsiCo

The Role of Personality in Leadership Career Intentions and Striving Behavior - (Session ID 990)

3:00 PM – 3:50 PM


CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS


Poster Board # 35

Authors: Nguyen, V. C. T. & Javalagi, A. A. (2025). The role of personality in leadership career intentions and striving behavior [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors leverage the theory of planned behavior and socioanalytic theory to examine the dispositional and intentional antecedents of leadership career striving behavior. Path analyses support a partial-mediation model where leadership career intentions mediate the effects of particular Big 5 personality traits on leadership career striving behavior. Theoretical and practical implications for leadership development are discussed.

Speakers

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Anoop Javalagi
Research Scientist | HumRRO
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Vanessa Nguyen
Research Scientist | HumRRO

Workforce Coaching: The Impact on Individual and Organizational Outcomes - (Session ID 1301)

3:00 PM – 3:50 PM


CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 8

Authors: Woods, A., Cavanaugh, K. J., DeVea, M. F., & Holladay, C. L. (2025). Workforce coaching: The impact on individual and organizational outcomes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Despite the prevalence of workforce coaching, evaluation of the impact of coaching on business outcomes is lacking. Authors employed an integrated perspective of prevailing theories guiding the coaching landscape—self-determination theory, intentional change theory, and leader-member exchange theory—to examine the impact of coaching on individual and organizational outcomes (performance, turnover, and promotion rates) over time and in comparison to a matched-control sample. Results suggest participation in workplace coaching positively impacts employee engagement, retention, and promotion rates.

Speaker

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Amanda Woods
The University of Texas MD Anderson Cancer Center

Development and Preliminary Validation of Psychological Empowerment by Leaders (PEL) - (Session ID 1313)

3:00 PM – 3:50 PM

CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 1

Authors: Ammons, G. M., DiGirolamo, J. A., LaHuis, D. M. (2024). Development and preliminary validation of psychological empowerment by leaders (PEL) [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States

This study used classical test theory and item response theory to develop and preliminary validate a scale measuring psychological empowerment by leaders in the workplace. The results suggest an 11-item scale with sound psychometric properties, with strong relationships to workplace engagement and working alliance. Several future directions are noted.

Speaker

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Gage Ammons
International Coaching Federation / Wright State University

Exploring Leaders' Use of Coaching Skills: Development and Preliminary Validation - (Session ID 1324)

3:00 PM – 3:50 PM


CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS


Poster Board # 2

Authors: DiGirolamo, J. A., Ammons, G. M., LaHuis, D. M. (2024). Exploring leaders' use of coaching skills: Development and preliminary validation. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study used classical test theory and item response theory to develop and preliminary validate a scale measuring a leader's use of coaching skills with their followers in the workplace. The results suggest a 22-item scale with sound psychometric properties, with strong relationships with working alliance. Several future directions are noted.

Speakers

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Gage Ammons
International Coaching Federation / Wright State University
- 

Joel DiGirolamo
Vice President of Research and Data Science | International Coaching Federation (ICF)

Conceptualizing the Entrepreneur Coachability Construct - (Session ID 1429)

3:00 PM – 3:50 PM


CAREERS/MENTORING/SOCIALIZATION/ONBOARDING/RETIREMENT POSTER SESSIONS

Poster Board # 12

Authors: Diouf, K. & Blacksmith, N., O'Malley, A. L., & Manzano, C. (2024). Conceptualizing the Entrepreneur Coachability Construct [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Entrepreneurial coachability research is lacking, relying on few exploratory studies with no well-defined construct. Research borrows from psychometric science and grounded theory to develop the coachability construct, defining it as the compound capability to seek, reflect, internalize, and act upon the information from the coaching sessions. Moreover, research specified coachability as a multidimensional, formative construct consisting of KSAOs.

Speaker

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Kelly Diouf

Meet Me in the Chat: Exploring the Parallel Chat Feature in Virtual Meetings - (Session ID 151)

3:00 PM – 3:50 PM

TECHNOLOGY POSTER SESSIONS

Poster Board # 13

Authors: Morrison, P. J., Walters, Z. A., Fedele, D. J., Kreamer, L. M. (2025). Meet Me in the Chat: Exploring the Parallel Chat Feature in Virtual Meetings [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Remote work has increased the use of meeting tools with chat features, yet research on how employees use chat is sparse. Authors examine whether chat is seen as a resource or demand, how active and passive chat use affects meeting outcomes, and how psychological safety and employee voice affect chat use. They also examine gender differences in chat use. Both genders see chat positively, active and passive chat use enhances psychological safety and employee voice, and passive use improves meeting effectiveness. Implications and future research directions are discussed.

Speaker



P. Jewel Morrison
Assistant Professor of Psychology | Florida Institute of Technology; New College of Florida

Preserving Job Satisfaction in the Future of Work: A Human–AI Credit-Sharing Approach - (Session ID 234)

3:00 PM – 3:50 PM

TECHNOLOGY POSTER SESSIONS

Poster Board # 18

Authors: van Zelderen, A. P. A., Magni, F., & Menges, J. I. (2024). Preserving Job Satisfaction in the Future of Work: A Human-AI Credit-Sharing Approach [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

The integration of AI into work has opened up opportunities for enhancing employee productivity yet also raises challenges regarding the recognition of AI's role in work processes. Study 1 finds that AI-use reduces job satisfaction by lowering psychological ownership, but that attributing credit to AI moderates this effect. Study 2, using mixed reality, shows that human-like AI assistants receive more credit. Authors highlight the importance of recognizing AI assistants as contributors to collective output, warranting proper credit for their role in facilitating employees' successes.

Speaker



Anand van Zelderen
Post-doctoral Researcher | University of Zurich

Modeling Drivers and Consequences for Perceived Risks and Benefits of AI at Work - (Session ID 335)

3:00 PM – 3:50 PM

TECHNOLOGY POSTER SESSIONS

Poster Board # 22

Authors: Reeves, K. & Zhang, D. (2025). Modeling Drivers and Consequences for Perceived Risks and Benefits of AI at Work. [Poster] Society for Industrial and Organizational Psychology Annual Conference, Denver, CO United States.

The accessibility of AI tools has sparked debate over their risks, benefits, and regulations. Why do some embrace AI while others remain cautious? How do differences in risk perception influence attitudes, behaviors, and policies? Using Bayesian Model Averaging on data from 400 employees, it was found that AI risk and benefit perceptions are shaped by traits (sex), hazard assessments (dread), and attitudes (trust). Natural language processing highlights factors that make AI risky. Risk/benefit perceptions significantly drive AI-related attitudes and workplace outcomes, beyond other predictors.

Speaker



Katelyn Reeves
Graduate Student | Louisiana State University

Diverse Environments: Reviewing and Refining the Concept of Remote Work - (Session ID 484)

3:00 PM – 3:50 PM

TECHNOLOGY POSTER SESSIONS

Poster Board # 24

Authors: Schwanz, R., Steele-Johnson, D., Davis, B., Tangeman, A. (2025). Diverse environments: Reviewing and refining the concept of remote work. Society for Industrial and Organizational Annual Conference, Denver, CO, United States.

Remote work technology and adoption has spread exponentially on a global scale over recent decades. Researchers have attempted to address important questions such as whether, how, and, why in-person work environments differ from remote work environments. Review of the remote work literature raised issues and gaps relating to a lack of consistent definitions, taxonomies with theoretical underpinnings, application of well-established theories, and consistent results. Authors discussed these issues and proposed a conceptual "rethinking" for how to approach and study remote work environments.

Speaker



Riley Schwanz
Graduate Student - PhD | Wright State University

Screen Time Goes Viral: The Contagious Effect of Observing Smartphone Use at Work - (Session ID 538)

3:00 PM – 3:50 PM

TECHNOLOGY POSTER SESSIONS

Poster Board # 25

Authors: Nakos, O. M. & Rodell, J. B. (2025). Screen Time Goes Viral: The Contagious Effect of Observing Smartphone Use at Work [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Smartphone use in the workplace is ubiquitous, yet research has overlooked the social factors that influence this behavior. Drawing on theories of self-control and contagion, authors propose that observing workplace smartphone use triggers both conscious and subconscious pathways that lead to personal smartphone use, ultimately impacting employee well-being and performance. Results from a 10-day experience sampling study show that observing smartphone use increases personal use and drives negative outcomes, offering insights for managing smartphone use and enhancing workplace functioning.

Speaker



Olympia Nakos
Doctoral Student | University of Georgia

Forging Vocational Skills in Virtual Reality: Does Medium Matter? - (Session ID 679)

3:00 PM – 3:50 PM

TECHNOLOGY POSTER SESSIONS

Poster Board # 27

Authors: Blachly, B.D., Pitcher, B.D., White, J.C., & Behrend, T.S. (2025). Forging Vocational Skills in Virtual Reality: Does Medium Matter? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Virtual reality is rapidly gaining popularity in vocational training contexts. Authors conducted a between-subjects experiment to explore how VR modality (headset versus desktop) influences trainee reactions and performance. Trainees performed better in the desktop VR condition but found the training to be more boring and reported lower levels of interest. The relationship between perceived immersion and performance was mediated by affect, interest, and motivation, such that perceived immersion resulted in more positive affect, interest, and motivation, which in turn led to improved performance.

Speaker



Ben Blachly
WAVE Lab Manager | Michigan State University

Tell Me Why! How Purpose and Leadership Shape Reactions Toward Electronic Monitoring - (Session ID 698)

3:00 PM – 3:50 PM

TECHNOLOGY POSTER SESSIONS

Poster Board # 28

Authors: Wolff, M. S., Liao, C., White, J. C., Ravid, D. M., & Behrend, T. S. (2025). Tell me why! How purpose and leadership shape reactions towards electronic monitoring [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Electronic performance monitoring (EPM) is used to observe, record and analyze employees' work-related behavior. Employee reactions to EPM vary widely as a function of the technology itself and the context in which it is used. Authors examined the role that the stated purpose of the EPM (safety or performance) affects EPM reactions and the degree to which a person's relationship with their leader moderates this effect.

Are Existing Bot-Detection Techniques Sufficient? An Exploration With Real Bots - (Session ID 872)

3:00 PM – 3:50 PM

TECHNOLOGY POSTER SESSIONS

Poster Board # 30

Authors: Sawhney, G., Bijlani, A. & DeSimone, J. A. (2024). Are existing bot-detection techniques sufficient: An exploration with real bots [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Using 2 bots with varying degrees of sophistication, research evaluates the effectiveness of existing bot detection techniques in identifying whether a survey was completed by actual bots. Findings suggest that although existing bot detection techniques can identify responses generated by simple bots, they may not be effective in identifying AI-powered bots.

Speaker



Dr. Gargi Sawhney
Assistant Professor | Auburn University

How an Occupational Exoskeleton Affects Users' Comfort and Physical Exertion - (Session ID 897)

3:00 PM – 3:50 PM

TECHNOLOGY POSTER SESSIONS

Poster Board # 31

Authors: Lindgren, R. I. & Chao, G. T. (2024). How an Occupational Exoskeleton Affects Users' Comfort and Physical Exertion [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

An occupational exoskeleton is a wearable device designed to protect and/or augment capabilities of workers engaged in physically demanding work. Participants (N = 90) underwent a within-subjects lab study intended to simulate everyday manufacturing worker tasks with a control condition (no exoskeleton) and an exoskeleton condition. General discomfort and exertion measures were completed after each task, and results indicate the exoskeleton decreased exertion for tasks it is designed to support but also decreased comfort in tasks it is not designed to support.

Speaker



Rebecca Lindgren
Graduate Research Assistant | University of South Florida

The Influence of Personality Traits on Trust and Willingness to Use AI - (Session ID 900)

3:00 PM – 3:50 PM

TECHNOLOGY POSTER SESSIONS

Poster Board # 32

Authors: Koubek, J. R., Detherage, R. M., Connelly M. S. & Sanger, R. K. (2025). The Influence of Personality Traits on Trust and Willingness to Recommend AI: Examining the Role of AI Transparency and Consequences [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

This study examines how the 5-factor model personality traits predict trust and willingness to use artificial intelligence, focusing on the role of explainability (XAI) and the magnitude of consequences. Data from 231 participants revealed that traits like extraversion, openness, and neuroticism significantly impact willingness to use AI, with XAI playing a key role in fostering trust. Findings suggest that personality and situational factors, such as transparency and consequence level, must be considered for successful AI implementation in organizations.

Speaker



Josie Koubek
University of Oklahoma

Linguistic Analysis of Veteran Job Interviews - (Session ID 978)

3:00 PM – 3:50 PM

TECHNOLOGY POSTER SESSIONS

Poster Board # 34

Authors: Wendt, C. J., Nirjhar, E. H., & Chaspari, T. (2025). Linguistic analysis of veteran job interviews [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors evaluate the degree of explanation in veteran job interview responses as a proxy for perceived hireability. They examine linguistic and psycholinguistic features, context, and participant variability, elucidating the mechanics of effective communication in employee selection. Results yield high performance when distinguishing long and short responses, indicating robustness of linguistic feature integration. Classifying over- and underexplained responses reveals challenges of class imbalance and limitations of tested NLP methods for detecting subtleties in overly verbose or concise discourse.

Speaker



Caroline Wendt
PhD Student | University of Colorado Boulder

Evaluating Effects of Practice Strategies and Feedback in Game-Based Assessment - (Session ID 1032)

3:00 PM – 3:50 PM

TECHNOLOGY POSTER SESSIONS

Poster Board # 3

Authors: Do, N., Landers, N. R, & Liff, J. (2025). Evaluating Effects of Practice Strategies and Feedback in Game-Based Assessment [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States

This study examined effects of practice strategies and feedback on performance and applicant reactions in game-based assessments. In an experiment (N = 2,094), authors compared whole-task practice (completing the full test), easy practice (simplified tasks), and mechanics-based practice (focused on game mechanics) against a control condition. Whole-task practice improved test scores, but feedback unexpectedly lowered scores and increased anxiety. Results highlight the complex interactions in GBA design, informing better implementation in selection contexts.

Speaker



Nga Do
University of Minnesota

Do Women and Men React Differently to Electronic Performance Monitoring? - (Session ID 1164)

3:00 PM – 3:50 PM

TECHNOLOGY POSTER SESSIONS

Poster Board # 4

Authors: Bergmann, S., & Niessen, C. (2025). Do women and men react differently to electronic performance monitoring? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors investigated whether the relationship between certain monitoring characteristics of electronic performance monitoring (e.g., purpose of performance appraisal, frequency of monitoring, intensive data collection) and well-being (e.g., irritation, job satisfaction) differs between men and women. Results showed that men benefited from monitoring systems that focus on performance appraisal (less emotional irritation) and from systems that continuously monitor their employees (more job satisfaction). Surprisingly, women were less cognitively irritated with broader, more invasive EPM systems.

Speaker



Sara Bergmann
Research Associate Chair of Work and Organizational Psychology | FAU Erlangen-Nürnberg

How Algorithmic Control Influences Platform Workers' Support for Unionization - (Session ID 1203)

3:00 PM – 3:50 PM

TECHNOLOGY POSTER SESSIONS

Poster Board # 5

Authors: Zha, X., Hu, E., Shan, H., & Song, Z. (2025). How algorithmic control influences platform workers' support for unionization. Presented at the 2025 Annual Conference of the Society for Industrial and Organizational Psychology, Dever, CO.

This study applies fairness heuristic theory as an overarching theoretical framework to investigate how algorithmic control influences platform workers' support for unionization. Using 2-wave survey data collected from 698 platform workers, this study found that algorithmic control inhibits platform workers' perception of distributive fairness, procedural fairness, and interactional fairness, resulting in increased unionization support. Moreover, fairness sensitivity and union instrumentality magnified the impact of algorithmic control on platform workers' support for unionization.

Speaker



Zhaoli Song
NUS

Reactions to Workplace Automation: Technological Self-Efficacy and Gender Differences - (Session ID 1215)

3:00 PM – 3:50 PM

TECHNOLOGY POSTER SESSIONS

Poster Board # 6

Authors: Felman, A., Griffin, C. & Gödöllei, A. F. (2025). Reactions to Workplace Automation: Technological Self-Efficacy and Gender Differences [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Automation in the workplace is increasing, heightening employees' job insecurity. However, there may be gender differences in employees' reactions to automation. Based on the transactional theory of stress (Lazarus & Folkman, 1984), authors posit that gender roles in technological self-efficacy may explain gender differences in the extent to which perceived automatability is positively related to automation-related job insecurity. A survey study of 141 employees found support for hypothesized model. Implications for theory and practice are discussed.

Speaker



Ali Felman
MS Student | Baruch College

Autonomous Agent Teammate Likeness: Scale Development and Validation - (Session ID 1295)

3:00 PM – 3:50 PM

TECHNOLOGY POSTER SESSIONS

Poster Board # 7

Authors: Wynne, K. T., Bonny, J. W., & Pershad, H. (2025). Autonomous Agent Teammate-Likeness: Scale Development and Validation [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Autonomous technologies—such as those driven by AI—have the potential to be perceived by human users as an instrumental tool versus as like a teammate, yet little existing research explores the factors that shape human-AI teaming perceptions. Even less research exists that presents rigorous measurement of these phenomena. This study develops, tests, and examines the psychometric properties of a novel measure of the construct autonomous agent teammate likeness (AAT). Results demonstrate initial support for the validity of a revised AAT scale and for viability of the AAT model.

Speaker



Kevin Wynne
Assoc Prof of Management | University of Baltimore

Accepting AI in Managerial Roles: Effects of TAM and Managerial Context - (Session ID 1314)

3:00 PM – 3:50 PM

TECHNOLOGY POSTER SESSIONS

Poster Board # 9

Authors: Chapman, D.S., Stewart, R. & Morgan, J.A. (2024). Accepting AI in Managerial Roles: Effects of TAM and Managerial Context [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Despite the surge of interest in AI in the workplace, little is known about how workers are likely to react to AI being used in managerial tasks. Using the technology acceptance model, authors investigated individual differences and contextual factors that predicted acceptance of AI in a variety of managerial tasks. Results supported elements of the TAM with effects of tech anxiety, perceived behavioral control, social norms, and perceived fairness. Workers were more positive about AI in managerial tasks perceived as less important and less interpersonal.

Speaker

Derek Chapman
University of Calgary

Why Some Creatives Learn to Use Generative AI (and Others Do Not) - (Session ID 1326)

3:00 PM – 3:50 PM


TECHNOLOGY POSTER SESSIONS

Poster Board # 10

Authors: Bajwa, N., Askew, K., & Bixter, M. T. (2025). Why Some Creatives Learn to use Generative AI (and Others Do Not) [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Artificial intelligence threatens many graphic design jobs, yet some designers are proactively adapting. This study used an expanded version of the theory of planned behavior to examine predictors of designers' intentions to learn generative AI (GAI) for art and design. As hypothesized, subjective norms and perceived behavioral control significantly predicted intentions, whereas automation worry did not. The findings offer insights into designers' decision making on learning GAI and provide foundational knowledge to support workers whose careers are at risk from AI disruption.

Speaker

Navrose Bajwa
Teaching Assistant | University of Houston

Generative AI: Bridging the Gap in Pedagogy to Prepare Students for the Workplace - (Session ID 1417)

3:00 PM – 3:50 PM

TECHNOLOGY POSTER SESSIONS

Poster Board # 11

Authors: Gazlica, M. W., Irish, A. I., & Becerra, V. (2024). Generative AI: Bridging the Gap in Pedagogy to Prepare Students for the Workplace [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors conducted descriptive analyses of faculty and industry member interviews regarding their experiences with generative AI in education and the workplace. Although generative AI enhances productivity in both contexts, a gap exists between how it is taught in classrooms and applied in industries, particularly in terms of ethics. Faculty allow students to use AI for tasks like coding and writing, but its effectiveness in real-world preparation is unclear. The study recommends aligning academic practices with industry needs through partnerships, advisory boards, and professional development.

Intergenerational Diversity in Workplace Communication - (Session ID 1510)

3:00 PM – 3:50 PM


TECHNOLOGY POSTER SESSIONS


Poster Board # 14

Authors: Sadia, H., Mirza, R., Salter, N. P., & Shapiro, T. (2024). Intergenerational Diversity in Workplace Communication. Poster submitted to the Annual Conference of the Society for Industrial and Organizational Psychology.

Intergenerational diversity in the workplace has become increasingly significant as up to 5 generations now work simultaneously within organizations. This study examined how generational differences affect communication preferences and their effectiveness in an increasingly virtual workplace. Authors analyzed data from 160 participants, exploring their preferences for email and zoom based on task complexity. Results indicate a significant preference for Zoom among all generations. Email was found to lead to higher perceived task conflict, resulting in lower communication effectiveness.

Speakers

Haleema Sadia
Data Analyst | Northwell Health

Rida Mirza
Hofstra University

Leveraging VR for Psychoneurometric Assessments in High-Stakes Job Selection - (Session ID 1518)

3:00 PM – 3:50 PM


TECHNOLOGY POSTER SESSIONS


Poster Board # 15

Authors: Drabish, A. C., & Rizzardo, C. (2025). Leveraging VR for Psychoneurometric Assessments in High-Stakes Job Selection. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States

Leveraging VR for Psychoneurometric Assessments in High-Stakes Job Selection

Speakers

Alec Drabish
Research Psychologist | NAMRU-D

Cait Rizzardo
Naval Medical Research Unit-Dayton (NAMRUD)

Job Insecurity in the Age of Algorithms: Employee Reactions to Hiring Decision Aids - (Session ID 1554)

3:00 PM – 3:50 PM

TECHNOLOGY POSTER SESSIONS

Poster Board # 16

Authors: Rafi, M. & Weinhardt, J. (2025). Job Insecurity in the Age of Algorithms: Employee Reactions to Hiring Decision Aids. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Authors conducted a randomized experiment to examine employees' reactions to their organization's use of hiring algorithms, outsourcing to hiring experts, and undergraduate student interns. Serial mediation analysis of the data showed that participants (n = 465) experienced higher levels of job insecurity and felt more threatened by the company's use of experts and interns than by algorithms. As a result, they were the least likely to display overplacement when comparing their performance to an algorithm and more likely to use an algorithm to complete future tasks than experts or interns.

Speaker



Mehnaz Rafi
Graduate Teaching Assistant | Haskayne School of Business

Emerging Team Research: Perspectives on Construction, Conflict, and Coaching - (Session ID 851)

3:00 PM – 3:50 PM | Location: 503/504

GROUPS/TEAMS

Authors: Christenson, K. (Co-Chair) & Traylor, A. (Co-Chair). Emerging Team Research: Perspectives on Coaching, Conflict, and Construction (2025). [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Lacerenza, C., Johnson, S. K., Schwatka, N. V., Beldon, M., Dennerlein, J. (2025). Team Diversity as a Safety Asset: A Field Investigation of Language Diversity and Occupational Safety. Wentworth, A. N, Christenson, K., Beavers, M., Traylor, A., & Shuffler, M. (2025). TRIAGE: Techniques For Resolving Intragroup Conflict to Advance Graduate Education. Reitmeier, R. H., Fernández Castillo, G., Dontas, A. G., & Salas, E. (2025). Bringing Teams Together: Perspectives from Team Coaches and their Student Coaches.

This symposium addresses 3 pivotal questions the study of teams has overlooked. The first paper addresses the lack of research on language diversity in teams. The second paper addresses conflict management—with a major theoretical debate in the middle (those for and against conflict)—with students, often not taught how to collaborate (Mashek, 2021). The final paper discusses team coaching—severely underresearched compared to other training programs (Fernández Castillo & Salas, 2023). Altogether, this symposium bridges gaps in the study of teams, seeking to highlight future research avenues to continue building bridges across the literature.

Speakers



Christina Lacerenza
Gordon and Susan Trafton Faculty Fellow | University of Colorado Boulder - Leeds School of Business



Allison Traylor
Assistant Professor | Clemson University



Alexandria Wentworth
Graduate Research Assistant | Clemson University

Better Together: Organizational Partnerships and Employees With Disabilities - (Session ID 1387)

3:00 PM – 3:50 PM | Location: 405/406

INCLUSION/DIVERSITY

Authors: Waterbury, C. (co-Chair), Nittrouer, C. L. (co-Chair), & Lyons, B. (discussant). (2025). Better Together: Organizational Partnerships and Employees with Disabilities. Symposium submitted for SIOP annual conference. Denver, CO.

This session first presents 2 papers that leverage practitioner-academic partnerships and report findings from organizational data to explore disability-related research questions. The third paper, informed by a complementary research project, dives deeply into "partnered research" focused on employees with disabilities (EWD) and discusses ways that the first 2 papers can leverage the experiences of those with lived experiences throughout their development and execution. The session includes recommendations for inclusive practices and creative methodologies.

Speakers



Anna Hulett
XM Scientist | Qualtrics



Kirsty Lauder
Postdoctoral Associate | Cornell University



Brent Lyons
York University



Peter Rutigliano
Partner, THM Behavioral Health Practice Leader | Mercer



Christopher Waterbury
Graduate Research Assistant | The University of Texas at Arlington

Steering Through Change: Unpacking Leadership Agility and Leadership Effectiveness - (Session ID 356)

3:00 PM – 3:50 PM | Location: 302/303

LEADERSHIP

Authors: Lawrence, A. (Chair), & Grimaldi, E. (Discussant). (2024). Steering Through Change: Unpacking Leadership Agility and Leadership Effectiveness [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Survival in today's technological revolution requires organizational agility, which means being able to pivot strategically and operationally. A key component in achieving success in these areas is leadership agility, which makes the selection, promotion, and development of agile leaders a crucial piece of the HR talent puzzle. Collectively, this group of papers seeks to expand understanding of leadership agility by presenting results that help practitioners operationalize agile leadership and better understand the impact that leadership agility has on important outcomes.

Speakers



Amy Buckett
Director, Psychology, Product Research & Design | Heidrick & Struggles



Elizabeth Grimaldi
Research Scientist | Amazon



Kevin Impelman
Director, Consulting Products and Services | Summit Leadership Partners



Matthew Lampe
Principal Consultant | Lampe Consulting



Amie Lawrence
Senior Director, Psychology, Product, Research, & Design | Heidrick & Struggles



Jaclyn Menendez

Manager, Talent Solutions | Hogan Assessment Systems

Innovations in AI Assessment of Individual Differences: Improving Validity and Equity - (Session ID 503)

3:00 PM – 3:50 PM | Location: 505

TESTING/ASSESSMENT

Authors: Hou, D. X. (Co-Chair) & Sun, T. (Co-Chair) (2025). Innovations in AI Assessment of Individual Differences: Improving Validity and Equity [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Colorado, CO, United States.

Artificial intelligence (AI) and machine learning (ML) techniques are rapidly transforming how industrial-organizational (I-O) psychologists assess and understand individual differences in the workplace. This symposium presents and integrates a diverse set of 5 papers using techniques such as large language models (LLMs) and natural language processing (NLP) to explore and enhance AI-powered assessments of personality, vocational interests, and leadership. The papers address key challenges in I-O psychology, including fairness, bias, and validity, showcasing the potential of AI-based tools to offer dynamic, behaviorally anchored assessments that go beyond traditional self-report methods.

Speakers



Shea Fyffe

Research Psychologist | George Mason University/Army Research Institute



Daphne (Xin) Hou

Ph.D Candidate | Purdue University



Andrew Samo

Research Scientist | RHR International



Ashley Sylvara

Kansas State University



Pengda Wang

Rice University

Closing Event

4:00 PM – 5:30 PM | Location: Bluebird Ballroom

EVENTS & RECEPTIONS

Please join us for a family-friendly closing event where we will celebrate the new learnings and connections made with food and fun! Details to come closer to the event.